

VOTE SUMMARY REPORT

REPORTING PERIOD: 07/01/2023 to 06/30/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Snowflake Inc.

Meeting Date: 07/05/2023Country: USATicker: SNOW

Record Date: 05/12/2023Meeting Type: Annual

Primary Security ID: 833445109

Shares Voted: 1,037

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Teresa Briggs	Mgmt	For	Withhold	Withhold
1b	Elect Director Jeremy Burton	Mgmt	For	Withhold	Withhold
1c	Elect Director Mark D. McLaughlin	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Black Knight, Inc.

Meeting Date: 07/12/2023Country: USATicker: BKI

Record Date: 05/19/2023Meeting Type: Annual

Primary Security ID: 09215C105

Shares Voted: 566

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Anthony M. Jabbour	Mgmt	For	For	For
1.2	Elect Director Catherine L. (Katie) Burke	Mgmt	For	For	For
1.3	Elect Director David K. Hunt	Mgmt	For	For	For
1.4	Elect Director Joseph M. Otting	Mgmt	For	For	For
1.5	Elect Director Ganesh B. Rao	Mgmt	For	For	For
1.6	Elect Director John D. Rood	Mgmt	For	For	For
1.7	Elect Director Nancy L. Shanik	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

VMware, Inc.

Meeting Date: 07/13/2023

Record Date: 05/15/2023

Primary Security ID: 928563402

Country: USA

Meeting Type: Annual

Ticker: VMW

Shares Voted: 756

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Bates	Mgmt	For	For	For
1b	Elect Director Michael Dell	Mgmt	For	For	For
1c	Elect Director Egon Durban	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Liberty Media Corporation

Meeting Date: 07/17/2023

Record Date: 06/06/2023

Primary Security ID: 531229854

Country: USA

Meeting Type: Special

Ticker: FWONK

Shares Voted: 1,664

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Spin-Off Agreement	Mgmt	For	For	For
2	Amend Certificate of Incorporation Re: Tracking Stock	Mgmt	For	For	For
3	Amend Certificate of Incorporation Re: Liberty SiriusXM Group Recapitalization	Mgmt	For	For	For
4	Amend Certificate of Incorporation Re: Formula One Group Recapitalization	Mgmt	For	For	For
5	Adjourn Meeting	Mgmt	For	For	For

Avangrid, Inc.

Meeting Date: 07/18/2023

Record Date: 05/26/2023

Primary Security ID: 05351W103

Country: USA

Meeting Type: Annual

Ticker: AGR

Shares Voted: 252

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ignacio S. Galan	Mgmt	For	For	For

Avangrid, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director John Baldacci	Mgmt	For	For	For
1.3	Elect Director Pedro Azagra Blazquez	Mgmt	For	For	For
1.4	Elect Director Daniel Alcain Lopez	Mgmt	For	For	For
1.5	Elect Director Maria Fatima Banez Garcia	Mgmt	For	For	For
1.6	Elect Director Robert Duffy	Mgmt	For	For	For
1.7	Elect Director Teresa Herbert	Mgmt	For	For	For
1.8	Elect Director Patricia Jacobs	Mgmt	For	For	For
1.9	Elect Director John Lahey	Mgmt	For	For	For
1.10	Elect Director Agustin Delgado Martin	Mgmt	For	For	For
1.11	Elect Director Santiago Martinez Garrido	Mgmt	For	For	For
1.12	Elect Director Jose Sainz Armada	Mgmt	For	Against	Against
1.13	Elect Director Alan Solomont	Mgmt	For	For	For
1.14	Elect Director Camille Joseph Varlack	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Bylaws Re: Committee Changes	Mgmt	For	For	For

Constellation Brands, Inc.

Meeting Date: 07/18/2023Country: USATicker: STZ

Record Date: 05/19/2023Meeting Type: Annual

Primary Security ID: 21036P108

Shares Voted: 588

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christy Clark	Mgmt	For	For	For
1b	Elect Director Jennifer M. Daniels	Mgmt	For	For	For
1c	Elect Director Nicholas I. Fink	Mgmt	For	For	For
1d	Elect Director Ernesto M. Hernandez	Mgmt	For	For	For
1e	Elect Director Susan Somersille Johnson	Mgmt	For	For	For
1f	Elect Director Jose Manuel Madero Garza	Mgmt	For	For	For
1g	Elect Director Daniel J. McCarthy	Mgmt	For	For	For
1h	Elect Director William A. Newlands	Mgmt	For	For	For
1i	Elect Director Richard Sands	Mgmt	For	For	For

Constellation Brands, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Robert Sands	Mgmt	For	For	For
1k	Elect Director Judy A. Schmeling	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Disclose GHG Emissions Reductions Targets	SH	Against	For	For
6	Report on Support for a Circular Economy for Packaging	SH	Against	For	For

Extra Space Storage Inc.

Meeting Date: 07/18/2023Country: USATicker: EXR

Record Date: 05/23/2023Meeting Type: Special

Primary Security ID: 30225T102

Shares Voted: 485

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For	For
2	Adjourn Meeting	Mgmt	For	For	For

Life Storage, Inc.

Meeting Date: 07/18/2023Country: USATicker: LSI

Record Date: 05/23/2023Meeting Type: Special

Primary Security ID: 53223X107

Shares Voted: 308

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	Against	Against
3	Adjourn Meeting	Mgmt	For	For	For

Advanced Drainage Systems, Inc.

Meeting Date: 07/20/2023Country: USATicker: WMS

Record Date: 05/26/2023Meeting Type: Annual

Primary Security ID: 00790R104

Advanced Drainage Systems, Inc.

Shares Voted: 227

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director D. Scott Barbour	Mgmt	For	For	For
1b	Elect Director Anesa T. Chaibi	Mgmt	For	For	For
1c	Elect Director Michael B. Coleman	Mgmt	For	For	For
1d	Elect Director Robert M. Eversole	Mgmt	For	For	For
1e	Elect Director Alexander R. Fischer	Mgmt	For	For	For
1f	Elect Director Tanya D. Fratto	Mgmt	For	For	For
1g	Elect Director Kelly S. Gast	Mgmt	For	For	For
1h	Elect Director M.A. (Mark) Haney	Mgmt	For	For	For
1i	Elect Director Ross M. Jones	Mgmt	For	For	For
1j	Elect Director Manuel J. Perez de la Mesa	Mgmt	For	For	For
1k	Elect Director Carl A. Nelson, Jr.	Mgmt	For	For	For
1l	Elect Director Anil Seetharam	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

McKesson Corporation

Meeting Date: 07/21/2023Country: USATicker: MCK

Record Date: 05/26/2023Meeting Type: Annual

Primary Security ID: 58155Q103

Shares Voted: 496

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard H. Carmona	Mgmt	For	For	For
1b	Elect Director Dominic J. Caruso	Mgmt	For	For	For
1c	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1d	Elect Director James H. Hinton	Mgmt	For	For	For
1e	Elect Director Donald R. Knauss	Mgmt	For	For	For
1f	Elect Director Bradley E. Lerman	Mgmt	For	For	For
1g	Elect Director Linda P. Mantia	Mgmt	For	For	For
1h	Elect Director Maria Martinez	Mgmt	For	For	For
1i	Elect Director Susan R. Salka	Mgmt	For	For	For
1j	Elect Director Brian S. Tyler	Mgmt	For	For	For

McKesson Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Kathleen Wilson-Thompson	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Linde Plc

Meeting Date: 07/24/2023

Record Date: 04/27/2023

Primary Security ID: G54950103

Country: Ireland

Meeting Type: Annual

Ticker: LIN

Shares Voted: 1,785

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen F. Angel	Mgmt	For	For	For
1b	Elect Director Sanjiv Lamba	Mgmt	For	For	For
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For	For	For
1d	Elect Director Thomas Enders	Mgmt	For	For	For
1e	Elect Director Hugh Grant	Mgmt	For	For	For
1f	Elect Director Joe Kaeser	Mgmt	For	For	For
1g	Elect Director Victoria E. Ossadnik	Mgmt	For	For	For
1h	Elect Director Martin H. Richenhagen	Mgmt	For	For	For
1i	Elect Director Alberto Weisser	Mgmt	For	For	For
1j	Elect Director Robert L. Wood	Mgmt	For	For	For
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
2b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Supermajority Vote Requirement	Mgmt	For	For	For

DXC Technology Company

Meeting Date: 07/25/2023

Record Date: 05/26/2023

Primary Security ID: 23355L106

Country: USA

Meeting Type: Annual

Ticker: DXC

Shares Voted: 825

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David A. Barnes	Mgmt	For	For	For
1b	Elect Director Raul J. Fernandez	Mgmt	For	For	For
1c	Elect Director Anthony Gonzalez	Mgmt	For	For	For
1d	Elect Director David L. Herzog	Mgmt	For	For	For
1e	Elect Director Pinkie D. Mayfield	Mgmt	For	For	For
1f	Elect Director Karl Racine	Mgmt	For	For	For
1g	Elect Director Dawn Rogers	Mgmt	For	For	For
1h	Elect Director Michael J. Salvino	Mgmt	For	For	For
1i	Elect Director Carrie W. Teffner	Mgmt	For	For	For
1j	Elect Director Akihiko Washington	Mgmt	For	For	For
1k	Elect Director Robert F. Woods	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

VF Corporation

Meeting Date: 07/25/2023

Record Date: 05/30/2023

Primary Security ID: 918204108

Country: USA

Meeting Type: Annual

Ticker: VFC

Shares Voted: 1,197

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard T. Carucci	Mgmt	For	For	For
1b	Elect Director Alex Cho	Mgmt	For	For	For
1c	Elect Director Juliana L. Chugg	Mgmt	For	For	For
1d	Elect Director Benno Dorer	Mgmt	For	For	For
1e	Elect Director Mark S. Hoplamazian	Mgmt	For	For	For
1f	Elect Director Laura W. Lang	Mgmt	For	For	For
1g	Elect Director W. Rodney McMullen	Mgmt	For	For	For

VF Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1i	Elect Director Carol L. Roberts	Mgmt	For	For	For
1j	Elect Director Matthew J. Shattock	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Booz Allen Hamilton Holding Corporation

Meeting Date: 07/26/2023

Country: USA

Ticker: BAH

Record Date: 06/05/2023

Meeting Type: Annual

Primary Security ID: 099502106

Shares Voted: 479

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ralph W. Shrader	Mgmt	For	For	For
1b	Elect Director Horacio D. Rozanski	Mgmt	For	For	For
1c	Elect Director Joan Lordi C. Amble	Mgmt	For	For	For
1d	Elect Director Melody C. Barnes	Mgmt	For	For	For
1e	Elect Director Michele A. Flournoy	Mgmt	For	For	For
1f	Elect Director Mark E. Gaumond	Mgmt	For	For	For
1g	Elect Director Ellen Jewett	Mgmt	For	For	For
1h	Elect Director Arthur E. Johnson	Mgmt	For	For	For
1i	Elect Director Gretchen W. McClain	Mgmt	For	For	For
1j	Elect Director Rory P. Read	Mgmt	For	For	For
1k	Elect Director Charles O. Rossotti	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
6	Approve Omnibus Stock Plan	Mgmt	For	For	For

Brown-Forman Corporation

Meeting Date: 07/27/2023

Record Date: 06/12/2023

Primary Security ID: 115637209

Country: USA

Meeting Type: Annual

Ticker: BF.B

Shares Voted: 200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Campbell P. Brown	Mgmt	For	Against	Against
1b	Elect Director Elizabeth M. Brown	Mgmt	For	Against	Against
1c	Elect Director Stuart R. Brown	Mgmt	For	Against	Against
1d	Elect Director Mark A. Clouse	Mgmt	For	For	For
1e	Elect Director Marshall B. Farrer	Mgmt	For	Against	Against
1f	Elect Director Michael J. Roney	Mgmt	For	Against	Against
1g	Elect Director Jan E. Singer	Mgmt	For	For	For
1h	Elect Director Tracy L. Skeans	Mgmt	For	Against	Against
1i	Elect Director Elizabeth A. Smith	Mgmt	For	For	For
1j	Elect Director Michael A. Todman	Mgmt	For	Against	Against
1k	Elect Director Lawson E. Whiting	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Horizon Therapeutics Public Limited Company

Meeting Date: 07/27/2023

Record Date: 06/02/2023

Primary Security ID: G46188101

Country: Ireland

Meeting Type: Annual

Ticker: HZNP

Shares Voted: 821

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gino Santini	Mgmt	For	For	For
1b	Elect Director James Shannon	Mgmt	For	For	For
1c	Elect Director Timothy P. Walbert	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Meeting Date: 07/27/2023	Country: Ireland	Ticker: STE
Record Date: 05/30/2023	Meeting Type: Annual	
Primary Security ID: G8473T100		

Shares Voted: 360

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Esther M. Alegria	Mgmt	For	For	For
1b	Elect Director Richard C. Breeden	Mgmt	For	For	For
1c	Elect Director Daniel A. Carestio	Mgmt	For	For	For
1d	Elect Director Cynthia L. Feldmann	Mgmt	For	For	For
1e	Elect Director Christopher S. Holland	Mgmt	For	For	For
1f	Elect Director Jacqueline B. Kosecoff	Mgmt	For	For	For
1g	Elect Director Paul E. Martin	Mgmt	For	For	For
1h	Elect Director Nirav R. Shah	Mgmt	For	For	For
1i	Elect Director Mohsen M. Sohi	Mgmt	For	For	For
1j	Elect Director Richard M. Steeves	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
7	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
8	Renew the Board's Authority to Opt-Out of Statutory Pre-emption Rights Under Irish Law	Mgmt	For	For	For

Meeting Date: 08/02/2023	Country: Singapore	Ticker: FLEX
Record Date: 06/05/2023	Meeting Type: Annual	
Primary Security ID: Y2573F102		

Shares Voted: 1,635

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Revathi Advaiti	Mgmt	For	For	For
1b	Elect Director Michael D. Capellas	Mgmt	For	For	For
1c	Elect Director John D. Harris, II	Mgmt	For	For	For

Flex Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Michael E. Hurlston	Mgmt	For	For	For
1e	Elect Director Erin L. McSweeney	Mgmt	For	For	For
1f	Elect Director Charles K. Stevens, III	Mgmt	For	For	For
1g	Elect Director Maryrose T. Sylvester	Mgmt	For	For	For
1h	Elect Director Lay Koon Tan	Mgmt	For	For	For
1i	Elect Director Patrick J. Ward	Mgmt	For	For	For
1j	Elect Director William D. Watkins	Mgmt	For	For	For
2	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Approve Issuance of Shares without Preemptive Rights	Mgmt	For	For	For
7	Authorize Share Repurchase Program	Mgmt	For	For	For

Albertsons Companies, Inc.

Meeting Date: 08/03/2023

Record Date: 06/07/2023

Primary Security ID: 013091103

Country: USA

Meeting Type: Annual

Ticker: ACI

Shares Voted: 577

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vivek Sankaran	Mgmt	For	For	For
1b	Elect Director James Donald	Mgmt	For	For	For
1c	Elect Director Chan Galbato	Mgmt	For	For	For
1d	Elect Director Sharon Allen	Mgmt	For	Against	Against
1e	Elect Director Kim Fennebresque	Mgmt	For	For	For
1f	Elect Director Allen Gibson	Mgmt	For	For	For
1g	Elect Director Alan Schumacher	Mgmt	For	For	For
1h	Elect Director Brian Kevin Turner	Mgmt	For	For	For
1i	Elect Director Mary Elizabeth West	Mgmt	For	For	For
1j	Elect Director Scott Wille	Mgmt	For	Against	Against
2	Ratify Deloitte and Touche LLP as Auditors	Mgmt	For	For	For

Albertsons Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Jazz Pharmaceuticals plc

Meeting Date: 08/03/2023	Country: Ireland	Ticker: JAZZ
Record Date: 06/07/2023	Meeting Type: Annual	
Primary Security ID: G50871105		

Shares Voted: 226

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bruce C. Cozadd	Mgmt	For	For	For
1b	Elect Director Heather Ann McSharry	Mgmt	For	For	For
1c	Elect Director Anne O'Riordan	Mgmt	For	For	For
1d	Elect Director Rick E. Winningham	Mgmt	For	For	For
2	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
5	Adjourn Meeting	Mgmt	For	For	For

Electronic Arts Inc.

Meeting Date: 08/10/2023	Country: USA	Ticker: EA
Record Date: 06/16/2023	Meeting Type: Annual	
Primary Security ID: 285512109		

Shares Voted: 935

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kofi A. Bruce	Mgmt	For	For	For
1b	Elect Director Rachel A. Gonzalez	Mgmt	For	For	For
1c	Elect Director Jeffrey T. Huber	Mgmt	For	For	For
1d	Elect Director Talbott Roche	Mgmt	For	For	For
1e	Elect Director Richard A. Simonson	Mgmt	For	For	For
1f	Elect Director Luis A. Ubinas	Mgmt	For	For	For
1g	Elect Director Heidi J. Ueberroth	Mgmt	For	For	For
1h	Elect Director Andrew Wilson	Mgmt	For	For	For

Electronic Arts Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Qorvo, Inc.

Meeting Date: 08/15/2023	Country: USA	Ticker: QRVO
Record Date: 06/20/2023	Meeting Type: Annual	
Primary Security ID: 74736K101		

Shares Voted: 358

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ralph G. Quinsey	Mgmt	For	For	For
1b	Elect Director Robert A. Bruggeworth	Mgmt	For	For	For
1c	Elect Director Judy Bruner	Mgmt	For	For	For
1d	Elect Director Jeffery R. Gardner	Mgmt	For	For	For
1e	Elect Director John R. Harding	Mgmt	For	For	For
1f	Elect Director David H. Y. Ho	Mgmt	For	For	For
1g	Elect Director Roderick D. Nelson	Mgmt	For	For	For
1h	Elect Director Walden C. Rhines	Mgmt	For	For	For
1i	Elect Director Susan L. Spradley	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

The J. M. Smucker Company

Meeting Date: 08/16/2023	Country: USA	Ticker: SJM
Record Date: 06/20/2023	Meeting Type: Annual	
Primary Security ID: 832696405		

Shares Voted: 383

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mercedes Abramo	Mgmt	For	For	For
1b	Elect Director Tarang P. Amin	Mgmt	For	For	For

The J. M. Smucker Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Susan E. Chapman-Hughes	Mgmt	For	For	For
1d	Elect Director Jay L. Henderson	Mgmt	For	For	For
1e	Elect Director Jonathan E. Johnson, III	Mgmt	For	For	For
1f	Elect Director Kirk L. Perry	Mgmt	For	For	For
1g	Elect Director Alex Shumate	Mgmt	For	For	For
1h	Elect Director Mark T. Smucker	Mgmt	For	For	For
1i	Elect Director Jodi L. Taylor	Mgmt	For	For	For
1j	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

U-Haul Holding Company

Meeting Date: 08/17/2023Country: USATicker: UHAL

Record Date: 06/20/2023Meeting Type: Annual

Primary Security ID: 023586100

Shares Voted: 35					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Edward J. "Joe" Shoen	Mgmt	For	Withhold	Withhold
1.2	Elect Director James E. Acridge	Mgmt	For	For	For
1.3	Elect Director John P. Brogan	Mgmt	For	Withhold	Withhold
1.4	Elect Director James J. Grogan	Mgmt	For	Withhold	Withhold
1.5	Elect Director Richard J. Herrera	Mgmt	For	For	For
1.6	Elect Director Karl A. Schmidt	Mgmt	For	For	For
1.7	Elect Director Roberta R. Shank	Mgmt	For	Withhold	Withhold
1.8	Elect Director Samuel J. Shoen	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify and Affirm Decisions and Actions Taken by the Board and Executive Officers for Fiscal 2023	SH	For	Against	Against

Microchip Technology Incorporated

Meeting Date: 08/22/2023

Country: USA

Ticker: MCHP

Record Date: 06/23/2023

Meeting Type: Annual

Primary Security ID: 595017104

Shares Voted: 1,978

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Matthew W. Chapman	Mgmt	For	For	For
1.2	Elect Director Karlton D. Johnson	Mgmt	For	For	For
1.3	Elect Director Wade F. Meyercord	Mgmt	For	For	For
1.4	Elect Director Ganesh Moorthy	Mgmt	For	For	For
1.5	Elect Director Robert A. Rango	Mgmt	For	For	For
1.6	Elect Director Karen M. Rapp	Mgmt	For	For	For
1.7	Elect Director Steve Sanghi	Mgmt	For	For	For
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
7	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	For	For

Dynatrace, Inc.

Meeting Date: 08/23/2023

Country: USA

Ticker: DT

Record Date: 06/30/2023

Meeting Type: Annual

Primary Security ID: 268150109

Shares Voted: 783

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rick McConnell	Mgmt	For	Withhold	Withhold
1b	Elect Director Michael Capone	Mgmt	For	Withhold	Withhold
1c	Elect Director Stephen Lifshatz	Mgmt	For	Withhold	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Casey's General Stores, Inc.

Meeting Date: 09/06/2023

Record Date: 06/30/2023

Primary Security ID: 147528103

Country: USA

Meeting Type: Annual

Ticker: CASY

Shares Voted: 135

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sri Donthi	Mgmt	For	For	For
1b	Elect Director Donald E. Frieson	Mgmt	For	For	For
1c	Elect Director Cara K. Heiden	Mgmt	For	For	For
1d	Elect Director David K. Lenhardt	Mgmt	For	For	For
1e	Elect Director Darren M. Rebelez	Mgmt	For	For	For
1f	Elect Director Larree M. Renda	Mgmt	For	For	For
1g	Elect Director Judy A. Schmeling	Mgmt	For	For	For
1h	Elect Director Michael Spanos	Mgmt	For	For	For
1i	Elect Director Gregory A. Trojan	Mgmt	For	For	For
1j	Elect Director Allison M. Wing	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Disclose Supplier Code of Conduct and Responsible Sourcing Details	SH	Against	For	For
6	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	For	For

Deckers Outdoor Corporation

Meeting Date: 09/11/2023

Record Date: 07/13/2023

Primary Security ID: 243537107

Country: USA

Meeting Type: Annual

Ticker: DECK

Shares Voted: 95

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael F. Devine, III	Mgmt	For	For	For
1.2	Elect Director David A. Burwick	Mgmt	For	For	For
1.3	Elect Director Nelson C. Chan	Mgmt	For	For	For
1.4	Elect Director Cynthia (Cindy) L. Davis	Mgmt	For	For	For
1.5	Elect Director Juan R. Figuereo	Mgmt	For	For	For
1.6	Elect Director Maha S. Ibrahim	Mgmt	For	For	For

Deckers Outdoor Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Victor Luis	Mgmt	For	For	For
1.8	Elect Director Dave Powers	Mgmt	For	For	For
1.9	Elect Director Lauri M. Shanahan	Mgmt	For	For	For
1.10	Elect Director Bonita C. Stewart	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Gen Digital Inc.

Meeting Date: 09/12/2023

Record Date: 07/17/2023

Primary Security ID: 668771108

Country: USA

Meeting Type: Annual

Ticker: GEN

Shares Voted: 2,054

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan P. Barsamian	Mgmt	For	For	For
1b	Elect Director Pavel Baudis	Mgmt	For	For	For
1c	Elect Director Eric K. Brandt	Mgmt	For	For	For
1d	Elect Director Frank E. Dangeard	Mgmt	For	For	For
1e	Elect Director Nora M. Denzel	Mgmt	For	For	For
1f	Elect Director Peter A. Feld	Mgmt	For	For	For
1g	Elect Director Emily Heath	Mgmt	For	For	For
1h	Elect Director Vincent Pilette	Mgmt	For	For	For
1i	Elect Director Sherrese M. Smith	Mgmt	For	For	For
1j	Elect Director Ondrej Vlcek	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

NIKE, Inc.

Meeting Date: 09/12/2023

Record Date: 07/12/2023

Primary Security ID: 654106103

Country: USA

Meeting Type: Annual

Ticker: NKE

Shares Voted: 4,449

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cathleen Benko	Mgmt	For	For	For
1b	Elect Director Alan B. Graf, Jr.	Mgmt	For	For	For
1c	Elect Director John Rogers, Jr.	Mgmt	For	Withhold	Withhold
1d	Elect Director Robert Swan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
6	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	SH	Against	For	For

NetApp, Inc.

Meeting Date: 09/13/2023

Record Date: 07/17/2023

Primary Security ID: 64110D104

Country: USA

Meeting Type: Annual

Ticker: NTAP

Shares Voted: 772

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director T. Michael Nevens	Mgmt	For	For	For
1b	Elect Director Deepak Ahuja	Mgmt	For	For	For
1c	Elect Director Gerald Held	Mgmt	For	For	For
1d	Elect Director Kathryn M. Hill	Mgmt	For	For	For
1e	Elect Director Deborah L. Kerr	Mgmt	For	For	For
1f	Elect Director George Kurian	Mgmt	For	For	For
1g	Elect Director Carrie Palin	Mgmt	For	For	For
1h	Elect Director Scott F. Schenkel	Mgmt	For	For	For
1i	Elect Director George T. Shaheen	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

NetApp, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
6	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
7	Amend Omnibus Stock Plan	Mgmt	For	Against	Against

Conagra Brands, Inc.

Meeting Date: 09/14/2023

Country: USA

Ticker: CAG

Record Date: 07/25/2023

Meeting Type: Annual

Primary Security ID: 205887102

Shares Voted: 1,722

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anil Arora	Mgmt	For	For	For
1b	Elect Director Thomas "Tony" K. Brown	Mgmt	For	For	For
1c	Elect Director Emanuel "Manny" Chirico	Mgmt	For	For	For
1d	Elect Director Sean M. Connolly	Mgmt	For	For	For
1e	Elect Director George Dowdie	Mgmt	For	For	For
1f	Elect Director Francisco J. Fraga	Mgmt	For	For	For
1g	Elect Director Fran Horowitz	Mgmt	For	For	For
1h	Elect Director Richard H. Lenny	Mgmt	For	For	For
1i	Elect Director Melissa Lora	Mgmt	For	For	For
1j	Elect Director Ruth Ann Marshall	Mgmt	For	For	For
1k	Elect Director Denise A. Paulonis	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
6	Provide Right to Call a Special Meeting	SH	Against	For	For

Darden Restaurants, Inc.

Meeting Date: 09/20/2023

Record Date: 07/26/2023

Primary Security ID: 237194105

Country: USA

Meeting Type: Annual

Ticker: DRI

Shares Voted: 437

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Margaret Shan Atkins	Mgmt	For	For	For
1.2	Elect Director Ricardo (Rick) Cardena	Mgmt	For	For	For
1.3	Elect Director Juliana L. Chugg	Mgmt	For	For	For
1.4	Elect Director James P. Fogarty	Mgmt	For	For	For
1.5	Elect Director Cynthia T. Jamison	Mgmt	For	For	For
1.6	Elect Director Nana Mensah	Mgmt	For	For	For
1.7	Elect Director William S. Simon	Mgmt	For	For	For
1.8	Elect Director Charles M. Sonsteby	Mgmt	For	For	For
1.9	Elect Director Timothy J. Wilmott	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For
6	Report on Risks Due to Restrictions on Reproductive Rights	SH	Against	For	For

FedEx Corporation

Meeting Date: 09/21/2023

Record Date: 07/27/2023

Primary Security ID: 31428X106

Country: USA

Meeting Type: Annual

Ticker: FDX

Shares Voted: 835

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1b	Elect Director Stephen E. Gorman	Mgmt	For	For	For
1c	Elect Director Susan Patricia Griffith	Mgmt	For	For	For
1d	Elect Director Amy B. Lane	Mgmt	For	For	For
1e	Elect Director R. Brad Martin	Mgmt	For	For	For
1f	Elect Director Nancy A. Norton	Mgmt	For	For	For
1g	Elect Director Frederick P. Perpall	Mgmt	For	For	For

FedEx Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Joshua Cooper Ramo	Mgmt	For	For	For
1i	Elect Director Susan C. Schwab	Mgmt	For	For	For
1j	Elect Director Frederick W. Smith	Mgmt	For	For	For
1k	Elect Director David P. Steiner	Mgmt	For	For	For
1l	Elect Director Rajesh Subramaniam	Mgmt	For	For	For
1m	Elect Director Paul S. Walsh	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Amend Clawback Policy	SH	Against	For	For
6	Report on Just Transition	SH	Against	For	For
7	Adopt a Paid Sick Leave Policy	SH	Against	For	For
8	Report on Climate Risk in Retirement Plan Options	SH	Against	For	For

ONEOK, Inc.

Meeting Date: 09/21/2023

Country: USA

Ticker: OKE

Record Date: 07/24/2023

Meeting Type: Special

Primary Security ID: 682680103

Shares Voted: 1,616

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with the Merger	Mgmt	For	For	For
2	Adjourn Meeting	Mgmt	For	For	For

Take-Two Interactive Software, Inc.

Meeting Date: 09/21/2023

Country: USA

Ticker: TTWO

Record Date: 07/25/2023

Meeting Type: Annual

Primary Security ID: 874054109

Shares Voted: 573

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Strauss Zelnick	Mgmt	For	For	For
1b	Elect Director Michael Dornemann	Mgmt	For	For	For

Take-Two Interactive Software, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director J Moses	Mgmt	For	For	For
1d	Elect Director Michael Sheresky	Mgmt	For	For	For
1e	Elect Director LaVerne Srinivasan	Mgmt	For	For	For
1f	Elect Director Susan Tolson	Mgmt	For	For	For
1g	Elect Director Paul Viera	Mgmt	For	For	For
1h	Elect Director Roland Hernandez	Mgmt	For	For	For
1i	Elect Director William "Bing" Gordon	Mgmt	For	For	For
1j	Elect Director Ellen Siminoff	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

General Mills, Inc.

Meeting Date: 09/26/2023	Country: USA	Ticker: GIS
Record Date: 07/28/2023	Meeting Type: Annual	
Primary Security ID: 370334104		

Shares Voted: 2,121

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director R. Kerry Clark	Mgmt	For	For	For
1b	Elect Director C. Kim Goodwin	Mgmt	For	For	For
1c	Elect Director Jeffrey L. Harmening	Mgmt	For	For	For
1d	Elect Director Maria G. Henry	Mgmt	For	For	For
1e	Elect Director Jo Ann Jenkins	Mgmt	For	For	For
1f	Elect Director Elizabeth C. Lempres	Mgmt	For	For	For
1g	Elect Director Diane L. Neal	Mgmt	For	For	For
1h	Elect Director Steve Odland	Mgmt	For	For	For
1i	Elect Director Maria A. Sastre	Mgmt	For	For	For
1j	Elect Director Eric D. Sprunk	Mgmt	For	For	For
1k	Elect Director Jorge A. Uribe	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

General Mills, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	Against	Against
6	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For

Lamb Weston Holdings, Inc.

Meeting Date: 09/28/2023	Country: USA	Ticker: LW
Record Date: 07/31/2023	Meeting Type: Annual	
Primary Security ID: 513272104		

Shares Voted: 526

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter J. Bensen	Mgmt	For	For	For
1b	Elect Director Charles A. Blixt	Mgmt	For	For	For
1c	Elect Director Robert J. Coviello	Mgmt	For	For	For
1d	Elect Director Rita Fisher	Mgmt	For	For	For
1e	Elect Director Andre J. Hawaux	Mgmt	For	For	For
1f	Elect Director W.G. Jurgensen	Mgmt	For	For	For
1g	Elect Director Thomas P. Maurer	Mgmt	For	For	For
1h	Elect Director Hala G. Modelmog	Mgmt	For	For	For
1i	Elect Director Robert A. Niblock	Mgmt	For	For	For
1j	Elect Director Maria Renna Sharpe	Mgmt	For	For	For
1k	Elect Director Thomas P. Werner	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Bunge Limited

Meeting Date: 10/05/2023	Country: Bermuda	Ticker: BG
Record Date: 08/03/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: G16962105		

Bunge Limited

Shares Voted: 544

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change Country of Incorporation [Bermuda to Switzerland]	Mgmt	For	For	For
2	Approve Acquisition of Viterro Limited	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For

RPM International Inc.

Meeting Date: 10/05/2023Country: USATicker: RPM
Record Date: 08/11/2023Meeting Type: Annual
Primary Security ID: 749685103

Shares Voted: 466

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert A. Livingston	Mgmt	For	For	For
1.2	Elect Director Frederick R. Nance	Mgmt	For	For	For
1.3	Elect Director William B. Summers, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Apollo Global Management, Inc.

Meeting Date: 10/06/2023Country: USATicker: APO
Record Date: 08/11/2023Meeting Type: Annual
Primary Security ID: 03769M106

Shares Voted: 1,557

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marc Beilinson	Mgmt	For	For	For
1.2	Elect Director James Belardi	Mgmt	For	For	For
1.3	Elect Director Jessica Bibliowicz	Mgmt	For	For	For
1.4	Elect Director Walter (Jay) Clayton	Mgmt	For	For	For
1.5	Elect Director Michael Ducey	Mgmt	For	For	For
1.6	Elect Director Kerry Murphy Healey	Mgmt	For	For	For

Apollo Global Management, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Mitra Hormozi	Mgmt	For	For	For
1.8	Elect Director Pamela Joyner	Mgmt	For	For	For
1.9	Elect Director Scott Kleinman	Mgmt	For	For	For
1.10	Elect Director A.B. Krongard	Mgmt	For	For	For
1.11	Elect Director Pauline Richards	Mgmt	For	For	For
1.12	Elect Director Marc Rowan	Mgmt	For	For	For
1.13	Elect Director David Simon	Mgmt	For	For	For
1.14	Elect Director Lynn Swann	Mgmt	For	For	For
1.15	Elect Director Patrick Toomey	Mgmt	For	For	For
1.16	Elect Director James Zelter	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

The Procter & Gamble Company

Meeting Date: 10/10/2023	Country: USA	Ticker: PG
Record Date: 08/11/2023	Meeting Type: Annual	
Primary Security ID: 742718109		

Shares Voted: 8,511

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Marc Allen	Mgmt	For	For	For
1b	Elect Director Brett Biggs	Mgmt	For	For	For
1c	Elect Director Sheila Bonini	Mgmt	For	For	For
1d	Elect Director Angela F. Braly	Mgmt	For	Against	Against
1e	Elect Director Amy L. Chang	Mgmt	For	For	For
1f	Elect Director Joseph Jimenez	Mgmt	For	Against	Against
1g	Elect Director Christopher Kempczinski	Mgmt	For	For	For
1h	Elect Director Debra L. Lee	Mgmt	For	For	For
1i	Elect Director Terry J. Lundgren	Mgmt	For	For	For
1j	Elect Director Christine M. McCarthy	Mgmt	For	For	For
1k	Elect Director Jon R. Moeller	Mgmt	For	Against	Against
1l	Elect Director Robert J. Portman	Mgmt	For	For	For
1m	Elect Director Rajesh Subramaniam	Mgmt	For	For	For
1n	Elect Director Patricia A. Woertz	Mgmt	For	Against	Against

The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Third-Party Civil Rights Audit of Reverse Discrimination	SH	Against	Against	Against
6	Report on Risks Related to Operations in China	SH	Against	Against	Against
7	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	For	For

Newmont Corporation

Meeting Date: 10/11/2023

Record Date: 09/01/2023

Primary Security ID: 651639106

Country: USA

Meeting Type: Special

Ticker: NEM

Shares Voted: 2,870

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Transaction	Mgmt	For	For	For
2	Increase Authorized Common Stock	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For

Paychex, Inc.

Meeting Date: 10/12/2023

Record Date: 08/14/2023

Primary Security ID: 704326107

Country: USA

Meeting Type: Annual

Ticker: PAYX

Shares Voted: 1,159

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin Mucci	Mgmt	For	For	For
1b	Elect Director Thomas F. Bonadio	Mgmt	For	For	For
1c	Elect Director Joseph G. Doody	Mgmt	For	For	For
1d	Elect Director David J.S. Flaschen	Mgmt	For	For	For
1e	Elect Director John B. Gibson	Mgmt	For	For	For
1f	Elect Director B. Thomas Golisano	Mgmt	For	For	For

Paychex, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Pamela A. Joseph	Mgmt	For	For	For
1h	Elect Director Theresa M. Payton	Mgmt	For	For	For
1i	Elect Director Kevin A. Price	Mgmt	For	For	For
1j	Elect Director Joseph M. Tucci	Mgmt	For	For	For
1k	Elect Director Joseph M. Velli	Mgmt	For	For	For
1l	Elect Director Kara Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Medtronic plc

Meeting Date: 10/19/2023

Record Date: 08/25/2023

Primary Security ID: G5960L103

Country: Ireland

Meeting Type: Annual

Ticker: MDT

Shares Voted: 4,804

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	For	For	For
1b	Elect Director Scott C. Donnelly	Mgmt	For	For	For
1c	Elect Director Lidia L. Fonseca	Mgmt	For	For	For
1d	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
1e	Elect Director Randall J. Hogan, III	Mgmt	For	For	For
1f	Elect Director Gregory P. Lewis	Mgmt	For	For	For
1g	Elect Director Kevin E. Lofton	Mgmt	For	For	For
1h	Elect Director Geoffrey S. Martha	Mgmt	For	For	For
1i	Elect Director Elizabeth G. Nabel	Mgmt	For	For	For
1j	Elect Director Denise M. O'Leary	Mgmt	For	For	For
1k	Elect Director Kendall J. Powell	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Employee Stock Purchase Plan	Mgmt	For	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For

Medtronic plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	For
7	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	For	For	For

Seagate Technology Holdings plc

Meeting Date: 10/23/2023

Country: Ireland

Ticker: STX

Record Date: 08/24/2023

Meeting Type: Annual

Primary Security ID: G7997R103

Shares Voted: 695

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shankar Arumugavelu	Mgmt	For	For	For
1b	Elect Director Prat S. Bhatt	Mgmt	For	For	For
1c	Elect Director Robert A. Bruggeworth	Mgmt	For	For	For
1d	Elect Director Judy Bruner	Mgmt	For	For	For
1e	Elect Director Michael R. Cannon	Mgmt	For	For	For
1f	Elect Director Richard L. Clemmer	Mgmt	For	For	For
1g	Elect Director Yolanda L. Conyers	Mgmt	For	For	For
1h	Elect Director Jay L. Geldmacher	Mgmt	For	For	For
1i	Elect Director Dylan G. Haggart	Mgmt	For	For	For
1j	Elect Director William D. Mosley	Mgmt	For	For	For
1k	Elect Director Stephanie Tilenius	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
5	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Cintas Corporation

Meeting Date: 10/24/2023

Country: USA

Ticker: CTAS

Record Date: 08/28/2023

Meeting Type: Annual

Primary Security ID: 172908105

Cintas Corporation

Shares Voted: 312

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerald S. Adolph	Mgmt	For	For	For
1b	Elect Director John F. Barrett	Mgmt	For	For	For
1c	Elect Director Melanie W. Barstad	Mgmt	For	For	For
1d	Elect Director Karen L. Carnahan	Mgmt	For	For	For
1e	Elect Director Robert E. Coletti	Mgmt	For	For	For
1f	Elect Director Scott D. Farmer	Mgmt	For	For	For
1g	Elect Director Martin Mucci	Mgmt	For	For	For
1h	Elect Director Joseph Scaminace	Mgmt	For	For	For
1i	Elect Director Todd M. Schneider	Mgmt	For	For	For
1j	Elect Director Ronald W. Tysoe	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
6	Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	SH	Against	For	For

Parker-Hannifin Corporation

Meeting Date: 10/25/2023Country: USATicker: PH

Record Date: 09/01/2023Meeting Type: Annual

Primary Security ID: 701094104

Shares Voted: 463

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lee C. Banks	Mgmt	For	For	For
1b	Elect Director Jillian C. Evanko	Mgmt	For	For	For
1c	Elect Director Denise Russell Fleming	Mgmt	For	For	For
1d	Elect Director Lance M. Fritz	Mgmt	For	For	For
1e	Elect Director Linda A. Harty	Mgmt	For	For	For
1f	Elect Director Kevin A. Lobo	Mgmt	For	For	For
1g	Elect Director Jennifer A. Parmentier	Mgmt	For	For	For

Parker-Hannifin Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Joseph Scaminace	Mgmt	For	For	For
1i	Elect Director Ake Svensson	Mgmt	For	For	For
1j	Elect Director Laura K. Thompson	Mgmt	For	For	For
1k	Elect Director James R. Verrier	Mgmt	For	For	For
1l	Elect Director James L. Wainscott	Mgmt	For	For	For
1m	Elect Director Thomas L. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Bio-Techne Corporation

Meeting Date: 10/26/2023Country: USATicker: TECH

Record Date: 09/01/2023Meeting Type: Annual

Primary Security ID: 09073M104

Shares Voted: 569

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Fix Number of Directors at Nine	Mgmt	For	For	For
2a	Elect Director Robert V. Baumgartner	Mgmt	For	For	For
2b	Elect Director Julie L. Bushman	Mgmt	For	For	For
2c	Elect Director John L. Higgins	Mgmt	For	For	For
2d	Elect Director Joseph D. Keegan	Mgmt	For	For	For
2e	Elect Director Charles R. Kummeth	Mgmt	For	For	For
2f	Elect Director Roeland Nusse	Mgmt	For	For	For
2g	Elect Director Alpha Seth	Mgmt	For	For	For
2h	Elect Director Randolph Steer	Mgmt	For	For	For
2i	Elect Director Rupert Vessey	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Ratify KPMG, LLP as Auditors	Mgmt	For	For	For

KLA Corporation

Meeting Date: 11/01/2023

Record Date: 09/08/2023

Primary Security ID: 482480100

Country: USA

Meeting Type: Annual

Ticker: KLAC

Shares Voted: 495

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert Calderoni	Mgmt	For	For	For
1.2	Elect Director Jeneanne Hanley	Mgmt	For	For	For
1.3	Elect Director Emiko Higashi	Mgmt	For	For	For
1.4	Elect Director Kevin Kennedy	Mgmt	For	For	For
1.5	Elect Director Michael McMullen	Mgmt	For	For	For
1.6	Elect Director Gary Moore	Mgmt	For	For	For
1.7	Elect Director Marie Myers	Mgmt	For	For	For
1.8	Elect Director Victor Peng	Mgmt	For	For	For
1.9	Elect Director Robert Rango	Mgmt	For	For	For
1.10	Elect Director Richard Wallace	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For

Coty Inc.

Meeting Date: 11/02/2023

Record Date: 09/08/2023

Primary Security ID: 222070203

Country: USA

Meeting Type: Annual

Ticker: COTY

Shares Voted: 1,324

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Beatrice Ballini	Mgmt	For	Withhold	Withhold
1b	Elect Director Joachim Creus	Mgmt	For	Withhold	Withhold
1c	Elect Director Olivier Goudet	Mgmt	For	Withhold	Withhold
1d	Elect Director Peter Harf	Mgmt	For	Withhold	Withhold
1e	Elect Director Johannes P. Huth	Mgmt	For	Withhold	Withhold
1f	Elect Director Maria Ausuncion Aramburuzabala Larregui	Mgmt	For	Withhold	Withhold
1g	Elect Director Anna Adeola Makanju	Mgmt	For	Withhold	Withhold

Coty Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Sue Y. Nabi	Mgmt	For	Withhold	Withhold
1i	Elect Director Isabelle Parize	Mgmt	For	Withhold	Withhold
1j	Elect Director Lubomira Rochet	Mgmt	For	For	For
1k	Elect Director Robert Singer	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Efforts to Reduce Plastic Use	SH	Against	For	For

Tapestry, Inc.

Meeting Date: 11/02/2023

Record Date: 09/06/2023

Primary Security ID: 876030107

Country: USA

Meeting Type: Annual

Ticker: TPR

Shares Voted: 837					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John P. Bilbrey (J.P.)	Mgmt	For	For	For
1b	Elect Director Darrell Cavens	Mgmt	For	For	For
1c	Elect Director Joanne Crevoiserat	Mgmt	For	For	For
1d	Elect Director Johanna (Hanneke) Faber	Mgmt	For	For	For
1e	Elect Director Anne Gates	Mgmt	For	For	For
1f	Elect Director Thomas Greco	Mgmt	For	For	For
1g	Elect Director Alan Lau	Mgmt	For	For	For
1h	Elect Director Pamela Lifford	Mgmt	For	For	For
1i	Elect Director Annabelle Yu Long	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Lam Research Corporation

Meeting Date: 11/07/2023

Record Date: 09/08/2023

Primary Security ID: 512807108

Country: USA

Meeting Type: Annual

Ticker: LRCX

Lam Research Corporation

Shares Voted: 485

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sohail U. Ahmed	Mgmt	For	For	For
1b	Elect Director Timothy M. Archer	Mgmt	For	For	For
1c	Elect Director Eric K. Brandt	Mgmt	For	For	For
1d	Elect Director Michael R. Cannon	Mgmt	For	For	For
1e	Elect Director John M. Dineen	Mgmt	For	For	For
1f	Elect Director Ho Kyu Kang	Mgmt	For	For	For
1g	Elect Director Bethany J. Mayer	Mgmt	For	For	For
1h	Elect Director Jyoti K. Mehra	Mgmt	For	For	For
1i	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For	For
1j	Elect Director Lih Shyng (Rick L.) Tsai	Mgmt	For	For	For
1k	Elect Director Leslie F. Varon	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Amcor plc

Meeting Date: 11/08/2023

Country: Jersey

Ticker: AMCR

Record Date: 09/13/2023

Meeting Type: Annual

Primary Security ID: G0250X107

Shares Voted: 5,313

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Graeme Liebelt	Mgmt	For	For	For
1b	Elect Director Ronald Delia	Mgmt	For	For	For
1c	Elect Director Achal Agarwal	Mgmt	For	For	For
1d	Elect Director Andrea Bertone	Mgmt	For	For	For
1e	Elect Director Susan Carter	Mgmt	For	For	For
1f	Elect Director Lucrece Foufopoulos-De Ridder	Mgmt	For	For	For
1g	Elect Director Karen Guerra	Mgmt	For	For	For
1h	Elect Director Nicholas (Tom) Long	Mgmt	For	For	For
1i	Elect Director Arun Nayar	Mgmt	For	For	For
1j	Elect Director David Szczupak	Mgmt	For	For	For

Amcor plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Authorise Repurchase of Ordinary Shares and CHESS Depositary Interests	Mgmt	For	For	For

Automatic Data Processing, Inc.

Meeting Date: 11/08/2023	Country: USA	Ticker: ADP
Record Date: 09/11/2023	Meeting Type: Annual	
Primary Security ID: 053015103		

Shares Voted: 1,492

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Bisson	Mgmt	For	For	For
1b	Elect Director Maria Black	Mgmt	For	For	For
1c	Elect Director David V. Goeckeler	Mgmt	For	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1e	Elect Director John P. Jones	Mgmt	For	For	For
1f	Elect Director Francine S. Katsoudas	Mgmt	For	For	For
1g	Elect Director Nazzic S. Keene	Mgmt	For	For	For
1h	Elect Director Thomas J. Lynch	Mgmt	For	For	For
1i	Elect Director Scott F. Powers	Mgmt	For	For	For
1j	Elect Director William J. Ready	Mgmt	For	For	For
1k	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1l	Elect Director Sandra S. Wijnberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Broadridge Financial Solutions, Inc.

Meeting Date: 11/09/2023	Country: USA	Ticker: BR
Record Date: 09/14/2023	Meeting Type: Annual	
Primary Security ID: 11133T103		

Broadridge Financial Solutions, Inc.

Shares Voted: 426

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leslie A. Brun	Mgmt	For	For	For
1b	Elect Director Pamela L. Carter	Mgmt	For	For	For
1c	Elect Director Richard J. Daly	Mgmt	For	For	For
1d	Elect Director Robert N. Duels	Mgmt	For	For	For
1e	Elect Director Melvin L. Flowers	Mgmt	For	For	For
1f	Elect Director Timothy C. Gokey	Mgmt	For	For	For
1g	Elect Director Brett A. Keller	Mgmt	For	For	For
1h	Elect Director Maura A. Markus	Mgmt	For	For	For
1i	Elect Director Eileen K. Murray	Mgmt	For	For	For
1j	Elect Director Annette L. Nazareth	Mgmt	For	For	For
1k	Elect Director Amit K. Zavery	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Texas Pacific Land Corp.

Meeting Date: 11/10/2023Country: USATicker: TPL
Record Date: 09/14/2023Meeting Type: Annual
Primary Security ID: 88262P102

Shares Voted: 22

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert Roosa	Mgmt	For	For	For
1b	Elect Director Murray Stahl	Mgmt	For	For	For
1c	Elect Director Marguerite Woung-Chapman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Provide Right to Call a Special Meeting	SH	Against	For	For
5	Require Independent Board Chair	SH	Against	For	For
6	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For

Texas Pacific Land Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Provide Right to Act by Written Consent	SH	Against	For	For
8	Request that the New York Stock Exchange not Categorize any Increase in the Authorized Number of Shares as Routine	SH	Against	Against	Against
9	Restrict Severance Agreements (Change-in-Control)	SH	Against	Against	Against

Jack Henry & Associates, Inc.

Meeting Date: 11/14/2023	Country: USA	Ticker: JKHY
Record Date: 09/18/2023	Meeting Type: Annual	
Primary Security ID: 426281101		

Shares Voted: 263

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David B. Foss	Mgmt	For	For	For
1.2	Elect Director Matthew C. Flanigan	Mgmt	For	For	For
1.3	Elect Director Thomas H. Wilson, Jr.	Mgmt	For	For	For
1.4	Elect Director Jacque R. Fiegel	Mgmt	For	For	For
1.5	Elect Director Thomas A. Wimsett	Mgmt	For	For	For
1.6	Elect Director Laura G. Kelly	Mgmt	For	For	For
1.7	Elect Director Shruti S. Miyashiro	Mgmt	For	For	For
1.8	Elect Director Wesley A. Brown	Mgmt	For	For	For
1.9	Elect Director Curtis A. Campbell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Cardinal Health, Inc.

Meeting Date: 11/15/2023	Country: USA	Ticker: CAH
Record Date: 09/18/2023	Meeting Type: Annual	
Primary Security ID: 14149Y108		

Cardinal Health, Inc.

Shares Voted: 919

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven K. Barg	Mgmt	For	For	For
1b	Elect Director Michelle M. Brennan	Mgmt	For	For	For
1c	Elect Director Sujatha Chandrasekaran	Mgmt	For	For	For
1d	Elect Director Sheri H. Edison	Mgmt	For	For	For
1e	Elect Director David C. Evans	Mgmt	For	For	For
1f	Elect Director Patricia A. Hemingway Hall	Mgmt	For	For	For
1g	Elect Director Jason M. Hollar	Mgmt	For	For	For
1h	Elect Director Akhil Johri	Mgmt	For	For	For
1i	Elect Director Gregory B. Kenny	Mgmt	For	For	For
1j	Elect Director Nancy Killefer	Mgmt	For	For	For
1k	Elect Director Christine A. Mundkur	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

News Corp

Meeting Date: 11/15/2023Country: USATicker: NWSA

Record Date: 09/21/2023Meeting Type: Annual

Primary Security ID: 65249B109

Shares Voted: 414

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lachlan K. Murdoch	Mgmt	For	Against	Against
1b	Elect Director Robert J. Thomson	Mgmt	For	For	For
1c	Elect Director Kelly Ayotte	Mgmt	For	For	For
1d	Elect Director Jose Maria Aznar	Mgmt	For	Against	Against
1e	Elect Director Natalie Bancroft	Mgmt	For	For	For
1f	Elect Director Ana Paula Pessoa	Mgmt	For	For	For

News Corp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Masroor Siddiqui	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Oracle Corporation

Meeting Date: 11/15/2023	Country: USA	Ticker: ORCL
Record Date: 09/18/2023	Meeting Type: Annual	
Primary Security ID: 68389X105		

Shares Voted: 5,557

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Awo Ablo	Mgmt	For	Withhold	Withhold
1.2	Elect Director Jeffrey S. Berg	Mgmt	For	Withhold	Withhold
1.3	Elect Director Michael J. Boskin	Mgmt	For	Withhold	Withhold
1.4	Elect Director Safra A. Catz	Mgmt	For	Withhold	Withhold
1.5	Elect Director Bruce R. Chizen	Mgmt	For	Withhold	Withhold
1.6	Elect Director George H. Conrades	Mgmt	For	Withhold	Withhold
1.7	Elect Director Lawrence J. Ellison	Mgmt	For	Withhold	Withhold
1.8	Elect Director Rona A. Fairhead	Mgmt	For	Withhold	Withhold
1.9	Elect Director Jeffrey O. Henley	Mgmt	For	Withhold	Withhold
1.10	Elect Director Renee J. James	Mgmt	For	Withhold	Withhold
1.11	Elect Director Charles W. Moorman	Mgmt	For	Withhold	Withhold
1.12	Elect Director Leon E. Panetta	Mgmt	For	Withhold	Withhold
1.13	Elect Director William G. Parrett	Mgmt	For	Withhold	Withhold
1.14	Elect Director Naomi O. Seligman	Mgmt	For	Withhold	Withhold
1.15	Elect Director Vishal Sikka	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For
7	Require Independent Board Chair	SH	Against	For	For

The Clorox Company

Meeting Date: 11/15/2023

Country: USA

Ticker: CLX

Record Date: 09/22/2023

Meeting Type: Annual

Primary Security ID: 189054109

Shares Voted: 444

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Amy L. Banse	Mgmt	For	For	For
1.2	Elect Director Julia Denman	Mgmt	For	For	For
1.3	Elect Director Spencer C. Fleischer	Mgmt	For	For	For
1.4	Elect Director Esther Lee	Mgmt	For	For	For
1.5	Elect Director A.D. David Mackay	Mgmt	For	For	For
1.6	Elect Director Paul Parker	Mgmt	For	For	For
1.7	Elect Director Stephanie Plaines	Mgmt	For	For	For
1.8	Elect Director Linda Rendle	Mgmt	For	For	For
1.9	Elect Director Matthew J. Shattock	Mgmt	For	For	For
1.10	Elect Director Kathryn Tesija	Mgmt	For	For	For
1.11	Elect Director Russell J. Weiner	Mgmt	For	For	For
1.12	Elect Director Christopher J. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Western Digital Corporation

Meeting Date: 11/15/2023

Country: USA

Ticker: WDC

Record Date: 09/18/2023

Meeting Type: Annual

Primary Security ID: 958102105

Shares Voted: 1,155

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kimberly E. Alexy	Mgmt	For	For	For
1b	Elect Director Thomas Caulfield	Mgmt	For	For	For
1c	Elect Director Martin I. Cole	Mgmt	For	For	For
1d	Elect Director Tunc Doluca	Mgmt	For	For	For
1e	Elect Director David V. Goeckeler	Mgmt	For	For	For
1f	Elect Director Matthew E. Massengill	Mgmt	For	For	For
1g	Elect Director Reed B. Rayman	Mgmt	For	For	For

Western Digital Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Stephanie A. Streeter	Mgmt	For	For	For
1i	Elect Director Miyuki Suzuki	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

ResMed Inc.

Meeting Date: 11/16/2023Country: USATicker: RMD

Record Date: 09/20/2023Meeting Type: Annual

Primary Security ID: 761152107

Shares Voted: 527

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol Burt	Mgmt	For	For	For
1b	Elect Director Jan De Witte	Mgmt	For	For	For
1c	Elect Director Karen Drexler	Mgmt	For	For	For
1d	Elect Director Michael "Mick" Farrell	Mgmt	For	For	For
1e	Elect Director Peter Farrell	Mgmt	For	For	For
1f	Elect Director Harjit Gill	Mgmt	For	For	For
1g	Elect Director John Hernandez	Mgmt	For	For	For
1h	Elect Director Richard "Rich" Sulpizio	Mgmt	For	For	For
1i	Elect Director Desney Tan	Mgmt	For	For	For
1j	Elect Director Ronald "Ron" Taylor	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Fox Corporation

Meeting Date: 11/17/2023Country: USATicker: FOXA

Record Date: 09/19/2023Meeting Type: Annual

Primary Security ID: 35137L105

Fox Corporation

Shares Voted: 473

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lachlan K. Murdoch	Mgmt	For	Against	Against
1b	Elect Director Tony Abbott	Mgmt	For	For	For
1c	Elect Director William A. Burck	Mgmt	For	For	For
1d	Elect Director Chase Carey	Mgmt	For	For	For
1e	Elect Director Roland A. Hernandez	Mgmt	For	For	For
1f	Elect Director Margaret "Peggy" L. Johnson	Mgmt	For	For	For
1g	Elect Director Paul D. Ryan	Mgmt	For	Against	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Sysco Corporation

Meeting Date: 11/17/2023Country: USATicker: SYY

Record Date: 09/18/2023Meeting Type: Annual

Primary Security ID: 871829107

Shares Voted: 1,830

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	Mgmt	For	For	For
1b	Elect Director Francesca DeBiase	Mgmt	For	For	For
1c	Elect Director Ali Dibadj	Mgmt	For	For	For
1d	Elect Director Larry C. Glasscock	Mgmt	For	For	For
1e	Elect Director Jill M. Golder	Mgmt	For	For	For
1f	Elect Director Bradley M. Halverson	Mgmt	For	For	For
1g	Elect Director John M. Hinshaw	Mgmt	For	For	For
1h	Elect Director Kevin P. Hourican	Mgmt	For	For	For
1i	Elect Director Alison Kenney Paul	Mgmt	For	For	For
1j	Elect Director Edward D. Shirley	Mgmt	For	For	For
1k	Elect Director Sheila G. Talton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Sysco Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Adopt Policy to Eliminate or Reduce Gestation Crates in Pork Supply Chain	SH	Against	For	For

The Estee Lauder Companies Inc.

Meeting Date: 11/17/2023	Country: USA	Ticker: EL
Record Date: 09/18/2023	Meeting Type: Annual	
Primary Security ID: 518439104		

Shares Voted: 837

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charlene Barshefsky	Mgmt	For	Withhold	Withhold
1b	Elect Director Angela Wei Dong	Mgmt	For	Withhold	Withhold
1c	Elect Director Fabrizio Freda	Mgmt	For	Withhold	Withhold
1d	Elect Director Gary M. Lauder	Mgmt	For	Withhold	Withhold
1e	Elect Director Jane Lauder	Mgmt	For	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Flex Ltd.

Meeting Date: 11/20/2023	Country: Singapore	Ticker: FLEX
Record Date: 10/26/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y2573F102		

Shares Voted: 1,602

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Reduction in Share Capital	Mgmt	For	For	For

Ferguson Plc

Meeting Date: 11/28/2023	Country: Jersey	Ticker: FERG
Record Date: 10/04/2023	Meeting Type: Annual	
Primary Security ID: G3421J106		

Shares Voted: 733

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kelly Baker	Mgmt	For	For	For
1b	Elect Director Bill Brundage	Mgmt	For	For	For
1c	Elect Director Geoff Drabble	Mgmt	For	For	For
1d	Elect Director Catherine Halligan	Mgmt	For	For	For
1e	Elect Director Brian May	Mgmt	For	For	For
1f	Elect Director James S. Metcalf	Mgmt	For	For	For
1g	Elect Director Kevin Murphy	Mgmt	For	For	For
1h	Elect Director Alan Murray	Mgmt	For	For	For
1i	Elect Director Thomas Schmitt	Mgmt	For	For	For
1j	Elect Director Nadia Shouraboura	Mgmt	For	For	For
1k	Elect Director Suzanne Wood	Mgmt	For	For	For
2	Reappoint Deloitte LLP as Statutory Auditor	Mgmt	For	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
7	Approve Omnibus Stock Plan	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition, Financing, or Specified Capital Investment	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Adopt New Articles of Association	Mgmt	For	For	For

HF Sinclair Corporation

Meeting Date: 11/28/2023Country: USATicker: DINO

Record Date: 10/23/2023Meeting Type: Special

Primary Security ID: 403949100

HF Sinclair Corporation

Shares Voted: 522

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For	For
2	Adjourn Meeting	Mgmt	For	For	For

Campbell Soup Company

Meeting Date: 11/29/2023Country: USATicker: CPB

Record Date: 10/02/2023Meeting Type: Annual

Primary Security ID: 134429109

Shares Voted: 706

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Fabiola R. Arredondo	Mgmt	For	For	For
1.2	Elect Director Howard M. Averill	Mgmt	For	For	For
1.3	Elect Director Mark A. Clouse	Mgmt	For	For	For
1.4	Elect Director Bennett Dorrance, Jr.	Mgmt	For	For	For
1.5	Elect Director Maria Teresa (Tessa) Hilado	Mgmt	For	For	For
1.6	Elect Director Grant H. Hill	Mgmt	For	For	For
1.7	Elect Director Sarah Hofstetter	Mgmt	For	For	For
1.8	Elect Director Marc B. Lautenbach	Mgmt	For	For	For
1.9	Elect Director Mary Alice Dorrance Malone	Mgmt	For	For	For
1.10	Elect Director Keith R. McLoughlin	Mgmt	For	For	For
1.11	Elect Director Kurt T. Schmidt	Mgmt	For	For	For
1.12	Elect Director Archbold D. van Beuren	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on 2025 Cage-Free Egg Goal	SH	Against	Against	Against
6	Report on Climate Risk in Retirement Plan Options	SH	Against	For	For

Splunk Inc.

Meeting Date: 11/29/2023

Record Date: 10/23/2023

Primary Security ID: 848637104

Country: USA

Meeting Type: Special

Ticker: SPLK

Shares Voted: 546

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For

Paylocity Holding Corporation

Meeting Date: 11/30/2023

Record Date: 10/03/2023

Primary Security ID: 70438V106

Country: USA

Meeting Type: Annual

Ticker: PCTY

Shares Voted: 154

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven R. Beauchamp	Mgmt	For	For	For
1.2	Elect Director Linda M. Breard	Mgmt	For	For	For
1.3	Elect Director Virginia G. Breen	Mgmt	For	For	For
1.4	Elect Director Jeffrey T. Diehl	Mgmt	For	For	For
1.5	Elect Director Robin L. Pederson	Mgmt	For	For	For
1.6	Elect Director Andres D. Reiner	Mgmt	For	For	For
1.7	Elect Director Kenneth B. Robinson	Mgmt	For	For	For
1.8	Elect Director Steven I. Sarowitz	Mgmt	For	For	For
1.9	Elect Director Ronald V. Waters, III	Mgmt	For	For	For
1.10	Elect Director Toby J. Williams	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Provide Directors May Be Removed With or Without Cause	Mgmt	For	For	For

Performance Food Group Company

Meeting Date: 11/30/2023

Record Date: 10/02/2023

Primary Security ID: 71377A103

Country: USA

Meeting Type: Annual

Ticker: PFGC

Performance Food Group Company

Shares Voted: 560

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George L. Holm	Mgmt	For	For	For
1b	Elect Director Manuel A. Fernandez	Mgmt	For	For	For
1c	Elect Director Barbara J. Beck	Mgmt	For	For	For
1d	Elect Director William F. Dawson, Jr.	Mgmt	For	For	For
1e	Elect Director Laura Flanagan	Mgmt	For	For	For
1f	Elect Director Matthew C. Flanigan	Mgmt	For	For	For
1g	Elect Director Kimberly S. Grant	Mgmt	For	For	For
1h	Elect Director Jeffrey M. Overly	Mgmt	For	For	For
1i	Elect Director David V. Singer	Mgmt	For	For	For
1j	Elect Director Randall N. Spratt	Mgmt	For	For	For
1k	Elect Director Warren M. Thompson	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Atlassian Corporation

Meeting Date: 12/06/2023Country: USATicker: TEAM

Record Date: 10/09/2023Meeting Type: Annual

Primary Security ID: 049468101

Shares Voted: 545

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shona L. Brown	Mgmt	For	For	For
1b	Elect Director Michael Cannon-Brookes	Mgmt	For	Against	Against
1c	Elect Director Scott Farquhar	Mgmt	For	Against	Against
1d	Elect Director Heather M. Fernandez	Mgmt	For	Against	Against
1e	Elect Director Sasan Goodarzi	Mgmt	For	For	For
1f	Elect Director Jay Parikh	Mgmt	For	For	For
1g	Elect Director Enrique Salem	Mgmt	For	Against	Against
1h	Elect Director Steven Sordello	Mgmt	For	For	For
1i	Elect Director Richard P. Wong	Mgmt	For	Against	Against
1j	Elect Director Michelle Zatlyn	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Atlassian Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Cisco Systems, Inc.

Meeting Date: 12/06/2023	Country: USA	Ticker: CSCO
Record Date: 10/09/2023	Meeting Type: Annual	
Primary Security ID: 17275R102		

Shares Voted: 14,616

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wesley G. Bush	Mgmt	For	For	For
1b	Elect Director Michael D. Capellas	Mgmt	For	For	For
1c	Elect Director Mark Garrett	Mgmt	For	For	For
1d	Elect Director John D. Harris, II	Mgmt	For	For	For
1e	Elect Director Kristina M. Johnson	Mgmt	For	For	For
1f	Elect Director Sarah Rae Murphy	Mgmt	For	For	For
1g	Elect Director Charles H. Robbins	Mgmt	For	For	For
1h	Elect Director Daniel H. Schulman	Mgmt	For	For	For
1i	Elect Director Marianna Tessel	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	SH	Against	For	For

Vail Resorts, Inc.

Meeting Date: 12/06/2023	Country: USA	Ticker: MTN
Record Date: 10/10/2023	Meeting Type: Annual	
Primary Security ID: 91879Q109		

Vail Resorts, Inc.

Shares Voted: 138

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	For	For
1b	Elect Director Robert A. Katz	Mgmt	For	For	For
1c	Elect Director Kirsten A. Lynch	Mgmt	For	For	For
1d	Elect Director Nadia Rawlinson	Mgmt	For	For	For
1e	Elect Director John T. Redmond	Mgmt	For	For	For
1f	Elect Director Michele Romanow	Mgmt	For	For	For
1g	Elect Director Hilary A. Schneider	Mgmt	For	For	For
1h	Elect Director D. Bruce Sewell	Mgmt	For	For	For
1i	Elect Director John F. Sorte	Mgmt	For	For	For
1j	Elect Director Peter A. Vaughn	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Bill Holdings, Inc.

Meeting Date: 12/07/2023Country: USATicker: BILL

Record Date: 10/12/2023Meeting Type: Annual

Primary Security ID: 090043100

Shares Voted: 347

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rene Lacerte	Mgmt	For	For	For
1.2	Elect Director Peter Kight	Mgmt	For	Withhold	Withhold
1.3	Elect Director Tina Reich	Mgmt	For	For	For
1.4	Elect Director Scott Wagner	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Meeting Date: 12/07/2023

Record Date: 09/29/2023

Primary Security ID: 594918104

Country: USA

Meeting Type: Annual

Ticker: MSFT

Shares Voted: 26,649

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.01	Elect Director Reid G. Hoffman	Mgmt	For	For	For
1.02	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1.03	Elect Director Teri L. List	Mgmt	For	For	For
1.04	Elect Director Catherine MacGregor	Mgmt	For	For	For
1.05	Elect Director Mark A. L. Mason	Mgmt	For	For	For
1.06	Elect Director Satya Nadella	Mgmt	For	For	For
1.07	Elect Director Sandra E. Peterson	Mgmt	For	For	For
1.08	Elect Director Penny S. Pritzker	Mgmt	For	For	For
1.09	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1.10	Elect Director Charles W. Scharf	Mgmt	For	For	For
1.11	Elect Director John W. Stanton	Mgmt	For	For	For
1.12	Elect Director Emma N. Walmsley	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte and & Touche as Auditors	Mgmt	For	For	For
5	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
6	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
7	Report on Government Take Down Requests	SH	Against	Against	Against
8	Report on Risks of Weapons Development	SH	Against	For	For
9	Report on Climate Risk in Retirement Plan Options	SH	Against	For	For
10	Publish a Tax Transparency Report	SH	Against	For	For
11	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	For	For
12	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against	Against
13	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	For	For

Copart, Inc.

Meeting Date: 12/08/2023

Record Date: 10/13/2023

Primary Security ID: 217204106

Country: USA

Meeting Type: Annual

Ticker: CPRT

Shares Voted: 3,117

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Willis J. Johnson	Mgmt	For	For	For
1.2	Elect Director A. Jayson Adair	Mgmt	For	For	For
1.3	Elect Director Matt Blunt	Mgmt	For	For	For
1.4	Elect Director Steven D. Cohan	Mgmt	For	For	For
1.5	Elect Director Daniel J. Englander	Mgmt	For	For	For
1.6	Elect Director James E. Meeks	Mgmt	For	For	For
1.7	Elect Director Thomas N. Tryforos	Mgmt	For	For	For
1.8	Elect Director Diane M. Morefield	Mgmt	For	For	For
1.9	Elect Director Stephen Fisher	Mgmt	For	For	For
1.10	Elect Director Cherylyn Harley LeBon	Mgmt	For	For	For
1.11	Elect Director Carl D. Sparks	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Palo Alto Networks, Inc.

Meeting Date: 12/12/2023

Record Date: 10/16/2023

Primary Security ID: 697435105

Country: USA

Meeting Type: Annual

Ticker: PANW

Shares Voted: 1,097

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nikesh Arora	Mgmt	For	For	For
1b	Elect Director Aparna Bawa	Mgmt	For	For	For
1c	Elect Director Carl Eschenbach	Mgmt	For	For	For
1d	Elect Director Lorraine Twohill	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against

Aspen Technology, Inc.

Meeting Date: 12/14/2023

Record Date: 10/18/2023

Primary Security ID: 29109X106

Country: USA

Meeting Type: Annual

Ticker: AZPN

Shares Voted: 102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick M. Antkowiak	Mgmt	For	For	For
1b	Elect Director Thomas F. Bogan	Mgmt	For	For	For
1c	Elect Director Karen M. Golz	Mgmt	For	For	For
1d	Elect Director Ram R. Krishnan	Mgmt	For	Against	Against
1e	Elect Director Antonio J. Pietri	Mgmt	For	For	For
1f	Elect Director Arlen R. Shenkman	Mgmt	For	For	For
1g	Elect Director Jill D. Smith	Mgmt	For	For	For
1h	Elect Director Robert M. Whelan, Jr.	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

FactSet Research Systems Inc.

Meeting Date: 12/14/2023

Record Date: 10/20/2023

Primary Security ID: 303075105

Country: USA

Meeting Type: Annual

Ticker: FDS

Shares Voted: 137

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robin A. Abrams	Mgmt	For	For	For
1b	Elect Director Malcolm Frank	Mgmt	For	For	For
1c	Elect Director Laurie Siegel	Mgmt	For	For	For
1d	Elect Director Elisha Wiesel	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Viatis Inc.

Meeting Date: 12/15/2023

Record Date: 10/19/2023

Primary Security ID: 92556V106

Country: USA

Meeting Type: Annual

Ticker: VTRS

Shares Voted: 4,302

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director W. Don Cornwell	Mgmt	For	For	For
1B	Elect Director JoEllen Lyons Dillon	Mgmt	For	For	For
1C	Elect Director Elisha W. Finney	Mgmt	For	For	For
1D	Elect Director Leo Groothuis	Mgmt	For	For	For
1E	Elect Director Melina Higgins	Mgmt	For	For	For
1F	Elect Director James M. Kilts	Mgmt	For	For	For
1G	Elect Director Harry A. Korman	Mgmt	For	For	For
1H	Elect Director Rajiv Malik	Mgmt	For	For	For
1I	Elect Director Richard A. Mark	Mgmt	For	For	For
1J	Elect Director Mark W. Parrish	Mgmt	For	For	For
1K	Elect Director Scott A. Smith	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

Meeting Date: 12/20/2023
 Country: USA
 Ticker: AZO

Record Date: 10/23/2023
 Meeting Type: Annual

Primary Security ID: 053332102

Shares Voted: 65

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael A. George	Mgmt	For	For	For
1.2	Elect Director Linda A. Goodspeed	Mgmt	For	For	For
1.3	Elect Director Earl G. Graves, Jr.	Mgmt	For	For	For
1.4	Elect Director Enderson Guimaraes	Mgmt	For	For	For
1.5	Elect Director Brian P. Hannasch	Mgmt	For	For	For
1.6	Elect Director D. Bryan Jordan	Mgmt	For	For	For
1.7	Elect Director Gale V. King	Mgmt	For	For	For
1.8	Elect Director George R. Mrkonic, Jr.	Mgmt	For	For	For

AutoZone, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director William C. Rhodes, III	Mgmt	For	For	For
1.10	Elect Director Jill A. Soltau	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Zscaler, Inc.

Meeting Date: 01/05/2024Country: USATicker: ZS

Record Date: 11/13/2023Meeting Type: Annual

Primary Security ID: 98980G102

Shares Voted: 314

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Jagtar (Jay) Chaudhry	Mgmt	For	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

D.R. Horton, Inc.

Meeting Date: 01/17/2024Country: USATicker: DHI

Record Date: 11/30/2023Meeting Type: Annual

Primary Security ID: 23331A109

Shares Voted: 1,092

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald R. Horton	Mgmt	For	For	For
1b	Elect Director Barbara K. Allen	Mgmt	For	For	For
1c	Elect Director Brad S. Anderson	Mgmt	For	For	For
1d	Elect Director David V. Auld	Mgmt	For	For	For
1e	Elect Director Michael R. Buchanan	Mgmt	For	For	For
1f	Elect Director Benjamin S. Carson, Sr.	Mgmt	For	For	For
1g	Elect Director Maribess L. Miller	Mgmt	For	For	For
1h	Elect Director Paul J. Romanowski	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

D.R. Horton, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Costco Wholesale Corporation

Meeting Date: 01/18/2024

Country: USA

Ticker: COST

Record Date: 11/10/2023

Meeting Type: Annual

Primary Security ID: 22160K105

Shares Voted: 1,589

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	For	For
1b	Elect Director Kenneth D. Denman	Mgmt	For	For	For
1c	Elect Director Helena B. Foulkes	Mgmt	For	For	For
1d	Elect Director Richard A. Galanti	Mgmt	For	For	For
1e	Elect Director Hamilton E. James	Mgmt	For	For	For
1f	Elect Director W. Craig Jelinek	Mgmt	For	For	For
1g	Elect Director Sally Jewell	Mgmt	For	For	For
1h	Elect Director Jeffrey S. Raikes	Mgmt	For	For	For
1i	Elect Director John W. Stanton	Mgmt	For	For	For
1j	Elect Director Ron M. Vachris	Mgmt	For	For	For
1k	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	SH	Against	Against	Against

Intuit Inc.

Meeting Date: 01/18/2024

Country: USA

Ticker: INTU

Record Date: 11/20/2023

Meeting Type: Annual

Primary Security ID: 461202103

Shares Voted: 1,005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	For	For
1b	Elect Director Scott D. Cook	Mgmt	For	For	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	For	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For	For
1e	Elect Director Deborah Liu	Mgmt	For	For	For
1f	Elect Director Tekedra Mawakana	Mgmt	For	For	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1h	Elect Director Ryan Roslansky	Mgmt	For	For	For
1i	Elect Director Thomas Szkutak	Mgmt	For	For	For
1j	Elect Director Raul Vazquez	Mgmt	For	For	For
1k	Elect Director Eric S. Yuan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Climate Risk in Retirement Plan Options	SH	Against	For	For

Meeting Date: 01/18/2024Country: USATicker: MU

Record Date: 11/20/2023Meeting Type: Annual

Primary Security ID: 595112103

Shares Voted: 3,929

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	For	For
1b	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1c	Elect Director Steven J. Gomo	Mgmt	For	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1e	Elect Director Mary Pat McCarthy	Mgmt	For	For	For
1f	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
1g	Elect Director Robert E. Switz	Mgmt	For	For	For
1h	Elect Director MaryAnn Wright	Mgmt	For	For	For

Micron Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Becton, Dickinson and Company

Meeting Date: 01/23/2024

Record Date: 12/04/2023

Primary Security ID: 075887109

Country: USA

Meeting Type: Annual

Ticker: BDX

Shares Voted: 1,125

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William M. Brown	Mgmt	For	For	For
1.2	Elect Director Catherine M. Burzik	Mgmt	For	For	For
1.3	Elect Director Carrie L. Byington	Mgmt	For	For	For
1.4	Elect Director R. Andrew Eckert	Mgmt	For	For	For
1.5	Elect Director Claire M. Fraser	Mgmt	For	For	For
1.6	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
1.7	Elect Director Christopher Jones	Mgmt	For	For	For
1.8	Elect Director Thomas E. Polen	Mgmt	For	For	For
1.9	Elect Director Timothy M. Ring	Mgmt	For	For	For
1.10	Elect Director Bertram L. Scott	Mgmt	For	For	For
1.11	Elect Director Joanne Waldstreicher	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Visa Inc.

Meeting Date: 01/23/2024

Record Date: 11/24/2023

Primary Security ID: 92826C839

Country: USA

Meeting Type: Annual

Ticker: V

Shares Voted: 5,763

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For
1d	Elect Director Ramon Laguarta	Mgmt	For	For	For
1e	Elect Director Teri L. List	Mgmt	For	For	For
1f	Elect Director John F. Lundgren	Mgmt	For	For	For
1g	Elect Director Ryan McInerney	Mgmt	For	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For
1i	Elect Director Pamela Murphy	Mgmt	For	For	For
1j	Elect Director Linda J. Rendle	Mgmt	For	For	For
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Approve Class B Exchange Offer Program Certificate Amendments	Mgmt	For	For	For
5	Adjourn Meeting	Mgmt	For	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Jacobs Solutions, Inc.

Meeting Date: 01/24/2024Country: USATicker: J

Record Date: 11/27/2023Meeting Type: Annual

Primary Security ID: 46982L108

Shares Voted: 452

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven J. Demetriou	Mgmt	For	For	For
1b	Elect Director Christopher M.T. Thompson	Mgmt	For	For	For
1c	Elect Director Priya Abani	Mgmt	For	For	For
1d	Elect Director Vincent K. Brooks	Mgmt	For	For	For
1e	Elect Director Ralph E. (Ed) Eberhart	Mgmt	For	For	For
1f	Elect Director Manny Fernandez	Mgmt	For	For	For

Jacobs Solutions, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Georgette D. Kiser	Mgmt	For	For	For
1h	Elect Director Barbara L. Loughran	Mgmt	For	For	For
1i	Elect Director Robert A. McNamara	Mgmt	For	For	For
1j	Elect Director Louis V. Pinkham	Mgmt	For	For	For
1k	Elect Director Robert V. Pragada	Mgmt	For	For	For
1l	Elect Director Peter J. Robertson	Mgmt	For	For	For
1m	Elect Director Julie A. Sloat	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Charter to Provide for the Exculpation of Officers	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Eliminate the Pass-Through Voting Provision	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For

Air Products and Chemicals, Inc.

Meeting Date: 01/25/2024

Record Date: 11/30/2023

Primary Security ID: 009158106

Country: USA

Meeting Type: Annual

Ticker: APD

Shares Voted: 797

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tonit M. Calaway	Mgmt	For	For	For
1b	Elect Director Charles Cogut	Mgmt	For	For	For
1c	Elect Director Lisa A. Davis	Mgmt	For	For	For
1d	Elect Director Seifollah (Seifi) Ghasemi	Mgmt	For	For	For
1e	Elect Director Jessica Trocchi Graziano	Mgmt	For	For	For
1f	Elect Director David H.Y. Ho	Mgmt	For	For	For
1g	Elect Director Edward L. Monser	Mgmt	For	For	For
1h	Elect Director Matthew H. Paull	Mgmt	For	For	For
1i	Elect Director Wayne T. Smith	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Catalent, Inc.

Meeting Date: 01/25/2024

Record Date: 12/04/2023

Primary Security ID: 148806102

Country: USA

Meeting Type: Annual

Ticker: CTLT

Shares Voted: 700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael J. Barber	Mgmt	For	For	For
1b	Elect Director Steven K. Barg	Mgmt	For	For	For
1c	Elect Director J. Martin Carroll	Mgmt	For	For	For
1d	Elect Director Rolf Classon	Mgmt	For	For	For
1e	Elect Director Frank A. D'Amelio	Mgmt	For	For	For
1f	Elect Director John J. Greisch	Mgmt	For	For	For
1g	Elect Director Gregory T. Lucier	Mgmt	For	For	For
1h	Elect Director Alessandro Maselli	Mgmt	For	For	For
1i	Elect Director Donald E. Morel, Jr.	Mgmt	For	For	For
1j	Elect Director Stephanie Okey	Mgmt	For	For	For
1k	Elect Director Michelle R. Ryan	Mgmt	For	For	For
1l	Elect Director Jack Stahl	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Jabil Inc.

Meeting Date: 01/25/2024

Record Date: 11/30/2023

Primary Security ID: 466313103

Country: USA

Meeting Type: Annual

Ticker: JBL

Shares Voted: 469

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anousheh Ansari	Mgmt	For	For	For
1b	Elect Director Christopher S. Holland	Mgmt	For	For	For
1c	Elect Director Mark T. Mondello	Mgmt	For	For	For
1d	Elect Director John C. Plant	Mgmt	For	For	For
1e	Elect Director Steven A. Raymund	Mgmt	For	For	For
1f	Elect Director James Siminoff	Mgmt	For	For	For
1g	Elect Director David M. Stout	Mgmt	For	For	For

Jabil Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director N.V. "Tiger" Tyagarajan	Mgmt	For	For	For
1i	Elect Director Kathleen A. Walters	Mgmt	For	For	For
1j	Elect Director Kenneth S. Wilson	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Walgreens Boots Alliance, Inc.

Meeting Date: 01/25/2024Country: USATicker: WBA

Record Date: 11/27/2023Meeting Type: Annual

Primary Security ID: 931427108

Shares Voted: 2,570

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	Mgmt	For	For	For
1b	Elect Director Inderpal S. Bhandari	Mgmt	For	For	For
1c	Elect Director Ginger L. Graham	Mgmt	For	For	For
1d	Elect Director Bryan C. Hanson	Mgmt	For	For	For
1e	Elect Director Robert L. Huffines	Mgmt	For	For	For
1f	Elect Director Valerie B. Jarrett	Mgmt	For	For	For
1g	Elect Director John A. Lederer	Mgmt	For	For	For
1h	Elect Director Stefano Pessina	Mgmt	For	For	For
1i	Elect Director Thomas E. Polen	Mgmt	For	For	For
1j	Elect Director Nancy M. Schlichting	Mgmt	For	For	For
1k	Elect Director Timothy C. Wentworth	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Cigarette Waste	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	For	For
7	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	For	For

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
9	Report on Potential Risks and Costs of Restrictive Reproductive Healthcare Legislation	SH	Against	For	For

WestRock Company

Meeting Date: 01/26/2024Country: USATicker: WRK

Record Date: 12/04/2023Meeting Type: Annual

Primary Security ID: 96145D105

Shares Voted: 994

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Colleen F. Arnold	Mgmt	For	For	For
1b	Elect Director Timothy J. Bernlohr	Mgmt	For	For	For
1c	Elect Director J. Powell Brown	Mgmt	For	For	For
1d	Elect Director Terrell K. Crews	Mgmt	For	For	For
1e	Elect Director Russell M. Currey	Mgmt	For	For	For
1f	Elect Director Suzan F. Harrison	Mgmt	For	For	For
1g	Elect Director Gracia C. Martore	Mgmt	For	For	For
1h	Elect Director James E. Nevels	Mgmt	For	For	For
1i	Elect Director E. Jean Savage	Mgmt	For	For	For
1j	Elect Director David B. Sewell	Mgmt	For	For	For
1k	Elect Director Dmitri L. Stockton	Mgmt	For	For	For
1l	Elect Director Alan D. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Aramark

Meeting Date: 01/30/2024Country: USATicker: ARMK

Record Date: 12/08/2023Meeting Type: Annual

Primary Security ID: 03852U106

Shares Voted: 1,013

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan M. Cameron	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Greg Creed	Mgmt	For	For	For
1c	Elect Director Brian M. DelGhiaccio	Mgmt	For	For	For
1d	Elect Director Bridgette P. Heller	Mgmt	For	For	For
1e	Elect Director Kenneth M. Keverian	Mgmt	For	For	For
1f	Elect Director Karen M. King	Mgmt	For	For	For
1g	Elect Director Patricia E. Lopez	Mgmt	For	For	For
1h	Elect Director Stephen I. Sadove	Mgmt	For	For	For
1i	Elect Director Kevin G. Wills	Mgmt	For	For	For
1j	Elect Director John J. Zillmer	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Hormel Foods Corporation

Meeting Date: 01/30/2024

Record Date: 12/01/2023

Primary Security ID: 440452100

Country: USA

Meeting Type: Annual

Ticker: HRL

Shares Voted: 1,038

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Prama Bhatt	Mgmt	For	For	For
1b	Elect Director Gary C. Bhojwani	Mgmt	For	For	For
1c	Elect Director Stephen M. Lacy	Mgmt	For	For	For
1d	Elect Director Elsa A. Murano	Mgmt	For	For	For
1e	Elect Director William A. Newlands	Mgmt	For	For	For
1f	Elect Director Christopher J. Policinski	Mgmt	For	For	For
1g	Elect Director Jose Luis Prado	Mgmt	For	For	For
1h	Elect Director Sally J. Smith	Mgmt	For	For	For
1i	Elect Director James P. Snee	Mgmt	For	For	For
1j	Elect Director Steven A. White	Mgmt	For	For	For
1k	Elect Director Raymond G. Young	Mgmt	For	For	For
1l	Elect Director Michael P. Zechmeister	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Hormel Foods Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Accenture plc

Meeting Date: 01/31/2024	Country: Ireland	Ticker: ACN
Record Date: 12/04/2023	Meeting Type: Annual	
Primary Security ID: G1151C101		

Shares Voted: 2,448

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For	For
1b	Elect Director Martin Brudermuller	Mgmt	For	For	For
1c	Elect Director Alan Jope	Mgmt	For	For	For
1d	Elect Director Nancy McKinstry	Mgmt	For	For	For
1e	Elect Director Beth E. Mooney	Mgmt	For	For	For
1f	Elect Director Gilles C. Pelisson	Mgmt	For	For	For
1g	Elect Director Paula A. Price	Mgmt	For	For	For
1h	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For
1i	Elect Director Arun Sarin	Mgmt	For	For	For
1j	Elect Director Julie Sweet	Mgmt	For	For	For
1k	Elect Director Tracey T. Travis	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	For
8	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Emerson Electric Co.

Meeting Date: 02/06/2024	Country: USA	Ticker: EMR
Record Date: 11/28/2023	Meeting Type: Annual	
Primary Security ID: 291011104		

Emerson Electric Co.

Shares Voted: 2,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	For	For	For
1b	Elect Director Leticia Goncalves Lourenco	Mgmt	For	For	For
1c	Elect Director James M. McKelvey	Mgmt	For	For	For
1d	Elect Director James S. Turley	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Declassify the Board of Directors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For

Franklin Resources, Inc.

Meeting Date: 02/06/2024Country: USATicker: BEN

Record Date: 12/11/2023Meeting Type: Annual

Primary Security ID: 354613101

Shares Voted: 1,102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mariann Byerwalter	Mgmt	For	For	For
1b	Elect Director Alexander S. Friedman	Mgmt	For	For	For
1c	Elect Director Gregory E. Johnson	Mgmt	For	For	For
1d	Elect Director Jennifer M. Johnson	Mgmt	For	For	For
1e	Elect Director Rupert H. Johnson, Jr.	Mgmt	For	For	For
1f	Elect Director John Y. Kim	Mgmt	For	Against	Against
1g	Elect Director Karen M. King	Mgmt	For	Against	Against
1h	Elect Director Anthony J. Noto	Mgmt	For	For	For
1i	Elect Director John W. Thiel	Mgmt	For	Against	Against
1j	Elect Director Seth H. Waugh	Mgmt	For	Against	Against
1k	Elect Director Geoffrey Y. Yang	Mgmt	For	Against	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against

Rockwell Automation, Inc.

Meeting Date: 02/06/2024

Record Date: 12/11/2023

Primary Security ID: 773903109

Country: USA

Meeting Type: Annual

Ticker: ROK

Shares Voted: 446

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A.1	Elect Director Alice L. Jolla	Mgmt	For	For	For
A.2	Elect Director Lisa A. Payne	Mgmt	For	For	For
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
C	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Atmos Energy Corporation

Meeting Date: 02/07/2024

Record Date: 12/12/2023

Primary Security ID: 049560105

Country: USA

Meeting Type: Annual

Ticker: ATO

Shares Voted: 575

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director J. Kevin Akers	Mgmt	For	For	For
1b	Elect Director John C. Ale	Mgmt	For	For	For
1c	Elect Director Kim R. Cocklin	Mgmt	For	For	For
1d	Elect Director Kelly H. Compton	Mgmt	For	For	For
1e	Elect Director Sean Donohue	Mgmt	For	For	For
1f	Elect Director Rafael G. Garza	Mgmt	For	For	For
1g	Elect Director Richard K. Gordon	Mgmt	For	For	For
1h	Elect Director Nancy K. Quinn	Mgmt	For	For	For
1i	Elect Director Richard A. Sampson	Mgmt	For	For	For
1j	Elect Director Diana J. Walters	Mgmt	For	For	For
1k	Elect Director Frank Yoho	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Pioneer Natural Resources Company

Meeting Date: 02/07/2024

Record Date: 01/05/2024

Primary Security ID: 723787107

Country: USA

Meeting Type: Special

Ticker: PXD

Pioneer Natural Resources Company

Shares Voted: 913

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	Against	Against

Tyson Foods, Inc.

Meeting Date: 02/08/2024Country: USATicker: TSN

Record Date: 12/11/2023Meeting Type: Annual

Primary Security ID: 902494103

Shares Voted: 1,106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John H. Tyson	Mgmt	For	Against	Against
1b	Elect Director Les R. Baledge	Mgmt	For	Against	Against
1c	Elect Director Mike Beebe	Mgmt	For	Against	Against
1d	Elect Director Maria Claudia Borrás	Mgmt	For	For	For
1e	Elect Director David J. Bronczek	Mgmt	For	Against	Against
1f	Elect Director Mikel A. Durham	Mgmt	For	For	For
1g	Elect Director Donnie King	Mgmt	For	For	For
1h	Elect Director Jonathan D. Mariner	Mgmt	For	For	For
1i	Elect Director Kevin M. McNamara	Mgmt	For	For	For
1j	Elect Director Cheryl S. Miller	Mgmt	For	For	For
1k	Elect Director Kate B. Quinn	Mgmt	For	For	For
1l	Elect Director Jeffrey K. Schomburger	Mgmt	For	For	For
1m	Elect Director Barbara A. Tyson	Mgmt	For	Against	Against
1n	Elect Director Noel White	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Report on Climate Lobbying	SH	Against	For	For
4	Commission Third-Party Audit Assessing Use of Child Labor in Company's Value Chain	SH	Against	For	For
5	Accelerate Efforts to Eliminate Deforestation from Company's Supply Chains	SH	Against	For	For
6	Report on Opportunities to Support Circular Economy for Packaging	SH	Against	For	For

Fair Isaac Corporation

Meeting Date: 02/14/2024

Record Date: 12/18/2023

Primary Security ID: 303250104

Country: USA

Meeting Type: Annual

Ticker: FICO

Shares Voted: 96

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Braden R. Kelly	Mgmt	For	For	For
1b	Elect Director Fabiola R. Arredondo	Mgmt	For	For	For
1c	Elect Director James D. Kirsner	Mgmt	For	For	For
1d	Elect Director William J. Lansing	Mgmt	For	For	For
1e	Elect Director Eva Manolis	Mgmt	For	For	For
1f	Elect Director Marc F. McMorris	Mgmt	For	For	For
1g	Elect Director Joanna Rees	Mgmt	For	For	For
1h	Elect Director David A. Rey	Mgmt	For	For	For
1i	Elect Director H. Tayloe Stansbury	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

PTC Inc.

Meeting Date: 02/14/2024

Record Date: 12/08/2023

Primary Security ID: 69370C100

Country: USA

Meeting Type: Annual

Ticker: PTC

Shares Voted: 461

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Neil Barua	Mgmt	For	For	For
1.2	Elect Director Mark Benjamin	Mgmt	For	For	For
1.3	Elect Director Janice Chaffin	Mgmt	For	For	For
1.4	Elect Director Amar Hanspal	Mgmt	For	For	For
1.5	Elect Director Michal Katz	Mgmt	For	For	For
1.6	Elect Director Paul Lacy	Mgmt	For	For	For
1.7	Elect Director Corinna Lathan	Mgmt	For	For	For
1.8	Elect Director Janesh Moorjani	Mgmt	For	For	For
1.9	Elect Director Robert Schechter	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

PTC Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Healthpeak Properties, Inc.

Meeting Date: 02/21/2024Country: USATicker: PEAK

Record Date: 01/08/2024Meeting Type: Special

Primary Security ID: 42250P103

Shares Voted: 2,141

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For	For
2	Increase Authorized Common Stock	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For

Raymond James Financial, Inc.

Meeting Date: 02/22/2024Country: USATicker: RJF

Record Date: 12/20/2023Meeting Type: Annual

Primary Security ID: 754730109

Shares Voted: 740

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marlene Debel	Mgmt	For	For	For
1b	Elect Director Robert M. Dutkowsky	Mgmt	For	For	For
1c	Elect Director Jeffrey N. Edwards	Mgmt	For	For	For
1d	Elect Director Benjamin C. Esty	Mgmt	For	For	For
1e	Elect Director Art A. Garcia	Mgmt	For	For	For
1f	Elect Director Anne Gates	Mgmt	For	For	For
1g	Elect Director Gordon L. Johnson	Mgmt	For	For	For
1h	Elect Director Raymond W. McDaniel, Jr.	Mgmt	For	For	For
1i	Elect Director Roderick C. McGeary	Mgmt	For	For	For
1j	Elect Director Paul C. Reilly	Mgmt	For	For	For
1k	Elect Director Raj Seshadri	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Apple Inc.

Meeting Date: 02/28/2024

Record Date: 01/02/2024

Primary Security ID: 037833100

Country: USA

Meeting Type: Annual

Ticker: AAPL

Shares Voted: 57,335

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For	For	For
1b	Elect Director Tim Cook	Mgmt	For	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For	For
1d	Elect Director Andrea Jung	Mgmt	For	For	For
1e	Elect Director Art Levinson	Mgmt	For	For	For
1f	Elect Director Monica Lozano	Mgmt	For	For	For
1g	Elect Director Ron Sugar	Mgmt	For	For	For
1h	Elect Director Sue Wagner	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
5	Report on Standards and Procedures to Curate App Content	SH	Against	Against	Against
6	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
7	Report on Use of Artificial Intelligence	SH	Against	For	For
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against

Deere & Company

Meeting Date: 02/28/2024

Record Date: 01/02/2024

Primary Security ID: 244199105

Country: USA

Meeting Type: Annual

Ticker: DE

Shares Voted: 1,037

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	For	For
1b	Elect Director Tamra A. Erwin	Mgmt	For	For	For
1c	Elect Director Alan C. Heuberger	Mgmt	For	For	For
1d	Elect Director L. Neil Hunn	Mgmt	For	For	For
1e	Elect Director Michael O. Johanns	Mgmt	For	For	For

Deere & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Clayton M. Jones	Mgmt	For	For	For
1g	Elect Director John C. May	Mgmt	For	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	For	For
1i	Elect Director Sherry M. Smith	Mgmt	For	For	For
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For	For
1k	Elect Director Sheila G. Talton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on GHG Reduction Policies and Their Impact on Revenue Generation	SH	Against	Against	Against
5	Civil Rights and Non-Discrimination Audit Proposal	SH	Against	Against	Against
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For

Nordson Corporation

Meeting Date: 03/05/2024Country: USATicker: NDSN

Record Date: 01/05/2024Meeting Type: Annual

Primary Security ID: 655663102

Shares Voted: 200					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank M. Jaehnert	Mgmt	For	For	For
1.2	Elect Director Ginger M. Jones	Mgmt	For	For	For
1.3	Elect Director Christopher L. Mapes	Mgmt	For	For	For
1.4	Elect Director Milton M. Morris	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

QUALCOMM Incorporated

Meeting Date: 03/05/2024Country: USATicker: QCOM

Record Date: 01/08/2024Meeting Type: Annual

Primary Security ID: 747525103

Shares Voted: 4,360

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For	For
1b	Elect Director Cristiano R. Amon	Mgmt	For	For	For
1c	Elect Director Mark Fields	Mgmt	For	For	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
1e	Elect Director Gregory N. Johnson	Mgmt	For	For	For
1f	Elect Director Ann M. Livermore	Mgmt	For	For	For
1g	Elect Director Mark D. McLaughlin	Mgmt	For	For	For
1h	Elect Director Jamie S. Miller	Mgmt	For	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For	For
1l	Elect Director Anthony J. Vinciquerra	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
6	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	For	For	For

Applied Materials, Inc.

Meeting Date: 03/07/2024Country: USATicker: AMAT

Record Date: 01/10/2024Meeting Type: Annual

Primary Security ID: 038222105

Shares Voted: 3,274

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For	For
1b	Elect Director Judy Bruner	Mgmt	For	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	For

Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Alexander A. Karsner	Mgmt	For	For	For
1h	Elect Director Kevin P. March	Mgmt	For	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For	For
1j	Elect Director Scott A. McGregor	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For

Hologic, Inc.

Meeting Date: 03/07/2024

Country: USA

Ticker: HOLX

Record Date: 01/11/2024

Meeting Type: Annual

Primary Security ID: 436440101

Shares Voted: 938

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	Mgmt	For	For	For
1b	Elect Director Sally W. Crawford	Mgmt	For	For	For
1c	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
1d	Elect Director Scott T. Garrett	Mgmt	For	For	For
1e	Elect Director Ludwig N. Hantson	Mgmt	For	For	For
1f	Elect Director Nanaz Mohtashami	Mgmt	For	For	For
1g	Elect Director Christiana Stamoulis	Mgmt	For	For	For
1h	Elect Director Stacey D. Stewart	Mgmt	For	For	For
1i	Elect Director Amy M. Wendell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

TransDigm Group Incorporated

Meeting Date: 03/07/2024

Country: USA

Ticker: TDG

Record Date: 01/12/2024

Meeting Type: Annual

Primary Security ID: 893641100

TransDigm Group Incorporated

Shares Voted: 207

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Barr	Mgmt	For	For	For
1.2	Elect Director Jane M. Cronin	Mgmt	For	For	For
1.3	Elect Director Michael Graff	Mgmt	For	For	For
1.4	Elect Director Sean P. Hennessy	Mgmt	For	For	For
1.5	Elect Director W. Nicholas Howley	Mgmt	For	For	For
1.6	Elect Director Gary E. McCullough	Mgmt	For	For	For
1.7	Elect Director Michele L. Santana	Mgmt	For	For	For
1.8	Elect Director Robert J. Small	Mgmt	For	For	For
1.9	Elect Director Kevin M. Stein	Mgmt	For	For	For
1.10	Elect Director Jorge L. Valladares, III	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Cencora, Inc.

Meeting Date: 03/12/2024Country: USATicker: COR

Record Date: 01/16/2024Meeting Type: Annual

Primary Security ID: 03073E105

Shares Voted: 615

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ornella Barra	Mgmt	For	For	For
1b	Elect Director Werner Baumann	Mgmt	For	For	For
1c	Elect Director Steven H. Collis	Mgmt	For	For	For
1d	Elect Director D. Mark Durcan	Mgmt	For	For	For
1e	Elect Director Richard W. Gochnauer	Mgmt	For	For	For
1f	Elect Director Lon R. Greenberg	Mgmt	For	For	For
1g	Elect Director Kathleen W. Hyle	Mgmt	For	For	For
1h	Elect Director Lorence H. Kim	Mgmt	For	For	For
1i	Elect Director Redonda G. Miller	Mgmt	For	For	For
1j	Elect Director Dennis M. Nally	Mgmt	For	For	For
1k	Elect Director Lauren M. Tyler	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Cencora, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Amend Certificate of Incorporation	Mgmt	For	For	For
6	Enhance Majority Vote for the Election of Directors	SH	Against	Against	Against

Analog Devices, Inc.

Meeting Date: 03/13/2024

Record Date: 01/09/2024

Primary Security ID: 032654105

Country: USA

Meeting Type: Annual

Ticker: ADI

Shares Voted: 1,944					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	For	For	For
1b	Elect Director Stephen M. Jennings	Mgmt	For	For	For
1c	Elect Director Andre Andonian	Mgmt	For	For	For
1d	Elect Director James A. Champy	Mgmt	For	For	For
1e	Elect Director Edward H. Frank	Mgmt	For	For	For
1f	Elect Director Laurie H. Glimcher	Mgmt	For	For	For
1g	Elect Director Karen M. Golz	Mgmt	For	For	For
1h	Elect Director Peter B. Henry	Mgmt	For	For	For
1i	Elect Director Mercedes Johnson	Mgmt	For	For	For
1j	Elect Director Ray Stata	Mgmt	For	For	For
1k	Elect Director Susie Wee	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	Against	For	For

Johnson Controls International plc

Meeting Date: 03/13/2024

Record Date: 01/08/2024

Primary Security ID: G51502105

Country: Ireland

Meeting Type: Annual

Ticker: JCI

Johnson Controls International plc

Shares Voted: 2,665

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy Archer	Mgmt	For	For	For
1b	Elect Director Jean Blackwell	Mgmt	For	For	For
1c	Elect Director Pierre Cohade	Mgmt	For	For	For
1d	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1e	Elect Director Gretchen R. Haggerty	Mgmt	For	For	For
1f	Elect Director Ayesha Khanna	Mgmt	For	For	For
1g	Elect Director Seetarama (Swamy) Kotagiri	Mgmt	For	For	For
1h	Elect Director Simone Menne	Mgmt	For	For	For
1i	Elect Director George R. Oliver	Mgmt	For	For	For
1j	Elect Director Jurgen Tinggren	Mgmt	For	For	For
1k	Elect Director Mark Vergnano	Mgmt	For	For	For
1l	Elect Director John D. Young	Mgmt	For	For	For
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
3	Authorize Market Purchases of Company Shares	Mgmt	For	For	For
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Approve the Directors' Authority to Allot Shares	Mgmt	For	For	For
7	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	For	For	For

Starbucks Corporation

Meeting Date: 03/13/2024

Country: USA

Ticker: SBUX

Record Date: 01/05/2024

Meeting Type: Annual

Primary Security ID: 855244109

Shares Voted: 4,449

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ritch Allison	Mgmt	For	For	For
1b	Elect Director Andy Campion	Mgmt	For	For	For
1c	Elect Director Beth Ford	Mgmt	For	For	For

Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Melody Hobson	Mgmt	For	Withhold	Withhold
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For	For
1f	Elect Director Neal Mohan	Mgmt	For	For	For
1g	Elect Director Satya Nadella	Mgmt	For	For	For
1h	Elect Director Laxman Narasimhan	Mgmt	For	For	For
1i	Elect Director Daniel Servitje	Mgmt	For	For	For
1j	Elect Director Mike Sievert	Mgmt	For	For	For
1k	Elect Director Wei Zhang	Mgmt	For	For	For
1l	Elect Dissident Nominee Director Maria Echaveste	SH			
1m	Elect Dissident Nominee Director Joshua Gotbaum	SH			
1n	Elect Dissident Nominee Director Wilma B. Liebman	SH			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Plant-Based Milk Pricing	SH	Against	Against	Against
5	Conduct Audit and Report on Systemic Discrimination	SH	Against	Against	Against
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against

TE Connectivity Ltd.

Meeting Date: 03/13/2024	Country: Switzerland	Ticker: TEL
Record Date: 02/22/2024	Meeting Type: Annual	
Primary Security ID: H84989104		

Shares Voted: 1,176

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Clamadieu	Mgmt	For	For	For
1b	Elect Director Terrence R. Curtin	Mgmt	For	For	For
1c	Elect Director Carol A. ("John") Davidson	Mgmt	For	For	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1e	Elect Director William A. Jeffrey	Mgmt	For	For	For
1f	Elect Director Syaru Shirley Lin	Mgmt	For	For	For
1g	Elect Director Heath A. Mitts	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For	For
1i	Elect Director Mark C. Trudeau	Mgmt	For	For	For
1j	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
1k	Elect Director Laura H. Wright	Mgmt	For	For	For
2	Elect Board Chairman Carol A. ("John") Davidson	Mgmt	For	For	For
3a	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Mgmt	For	For	For
3b	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	Mgmt	For	For	For
3c	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	Mgmt	For	For	For
4	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
5.1	Accept Annual Report for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
7.1	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
7.2	Ratify Deloitte AG as Swiss Registered Auditors	Mgmt	For	For	For
7.3	Ratify PricewaterhouseCoopers AG as Special Auditors	Mgmt	For	For	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For
10	Approve Remuneration of Executive Management in the Amount of USD 61.2 million	Mgmt	For	For	For
11	Approve Remuneration of Board of Directors in the Amount of USD 3.8 million	Mgmt	For	For	For
12	Approve Allocation of Available Earnings at September 29, 2023	Mgmt	For	For	For
13	Approve Declaration of Dividend	Mgmt	For	For	For
14	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For
15	Approve Reduction in Share Capital via Cancellation of Shares	Mgmt	For	For	For

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16.1	Amend Articles Re: General Meeting and Shareholders Matters	Mgmt	For	For	For
16.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
16.3	Amend Articles Re: Board of Directors, Compensation and Mandates	Mgmt	For	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18	Approve Omnibus Stock Plan	Mgmt	For	For	For

Agilent Technologies, Inc.

Meeting Date: 03/14/2024

Record Date: 01/23/2024

Primary Security ID: 00846U101

Country: USA

Meeting Type: Annual

Ticker: A

Shares Voted: 1,099

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mala Anand	Mgmt	For	For	For
1.2	Elect Director Koh Boon Hwee	Mgmt	For	For	For
1.3	Elect Director Michael R. McMullen	Mgmt	For	For	For
1.4	Elect Director Daniel K. Podolsky	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For

F5, Inc.

Meeting Date: 03/14/2024

Record Date: 01/08/2024

Primary Security ID: 315616102

Country: USA

Meeting Type: Annual

Ticker: FFIV

Shares Voted: 226

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne N. Budnik	Mgmt	For	For	For
1b	Elect Director Elizabeth L. Buse	Mgmt	For	For	For
1c	Elect Director Michel Combes	Mgmt	For	For	For
1d	Elect Director Michael L. Dreyer	Mgmt	For	For	For
1e	Elect Director Tami Erwin	Mgmt	For	For	For

F5, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Alan J. Higginson	Mgmt	For	For	For
1g	Elect Director Peter S. Klein	Mgmt	For	For	For
1h	Elect Director Francois Locoh-Donou	Mgmt	For	For	For
1i	Elect Director Nikhil Mehta	Mgmt	For	For	For
1j	Elect Director Michael F. Montoya	Mgmt	For	For	For
1k	Elect Director Sripada Shivananda	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

HEICO Corporation

Meeting Date: 03/15/2024Country: USATicker: HEI

Record Date: 01/19/2024Meeting Type: Annual

Primary Security ID: 422806109

Shares Voted: 463

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas M. Culligan	Mgmt	For	For	For
1.2	Elect Director Carol F. Fine	Mgmt	For	For	For
1.3	Elect Director Adolfo Henriques	Mgmt	For	For	For
1.4	Elect Director Mark H. Hildebrandt	Mgmt	For	Against	Against
1.5	Elect Director Eric A. Mendelson	Mgmt	For	For	For
1.6	Elect Director Laurans A. Mendelson	Mgmt	For	For	For
1.7	Elect Director Victor H. Mendelson	Mgmt	For	For	For
1.8	Elect Director Julie Neitzel	Mgmt	For	For	For
1.9	Elect Director Alan Schriesheim	Mgmt	For	Against	Against
1.10	Elect Director Frank J. Schwitter	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

AECOM

Meeting Date: 03/19/2024Country: USATicker: ACM

Record Date: 01/19/2024Meeting Type: Annual

Primary Security ID: 00766T100

Shares Voted: 532

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bradley W. Buss	Mgmt	For	For	For
1.2	Elect Director Lydia H. Kennard	Mgmt	For	For	For
1.3	Elect Director Derek J. Kerr	Mgmt	For	For	For
1.4	Elect Director Kristy Pipes	Mgmt	For	For	For
1.5	Elect Director Troy Rudd	Mgmt	For	For	For
1.6	Elect Director Douglas W. Stotlar	Mgmt	For	For	For
1.7	Elect Director Daniel R. Tishman	Mgmt	For	For	For
1.8	Elect Director Sander van't Noordende	Mgmt	For	For	For
1.9	Elect Director Janet C. Wolfenbarger	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

The Cooper Companies, Inc.

Meeting Date: 03/19/2024Country: USATicker: COO

Record Date: 01/24/2024Meeting Type: Annual

Primary Security ID: 216648501

Shares Voted: 194

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Colleen E. Jay	Mgmt	For	For	For
1.2	Elect Director William A. Kozy	Mgmt	For	For	For
1.3	Elect Director Lawrence E. Kurzius	Mgmt	For	For	For
1.4	Elect Director Cynthia L. Lucchese	Mgmt	For	For	For
1.5	Elect Director Teresa S. Madden	Mgmt	For	For	For
1.6	Elect Director Maria Rivas	Mgmt	For	For	For
1.7	Elect Director Robert S. Weiss	Mgmt	For	For	For
1.8	Elect Director Albert G. White, III	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

The Toro Company

Meeting Date: 03/19/2024

Record Date: 01/22/2024

Primary Security ID: 891092108

Country: USA

Meeting Type: Annual

Ticker: TTC

Shares Voted: 386

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary L. Ellis	Mgmt	For	For	For
1.2	Elect Director Jill M. Pemberton	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

TD SYNnex Corporation

Meeting Date: 03/20/2024

Record Date: 01/22/2024

Primary Security ID: 87162W100

Country: USA

Meeting Type: Annual

Ticker: SNX

Shares Voted: 203

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ann Vezina	Mgmt	For	For	For
1.2	Elect Director Robert Kalsow-Ramos	Mgmt	For	For	For
1.3	Elect Director Richard Hume	Mgmt	For	For	For
1.4	Elect Director Kathleen Crusco	Mgmt	For	For	For
1.5	Elect Director Ting Herh	Mgmt	For	For	For
1.6	Elect Director Hau Lee	Mgmt	For	For	For
1.7	Elect Director Nayaki Nayyar	Mgmt	For	For	For
1.8	Elect Director Matthew Nord	Mgmt	For	For	For
1.9	Elect Director Dennis Polk	Mgmt	For	For	For
1.10	Elect Director Claude Pumilia	Mgmt	For	For	For
1.11	Elect Director Merline Saintil	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For

Keysight Technologies, Inc.

Meeting Date: 03/21/2024

Record Date: 01/22/2024

Primary Security ID: 49338L103

Country: USA

Meeting Type: Annual

Ticker: KEYS

Shares Voted: 693

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
1.2	Elect Director Ronald S. Nersesian	Mgmt	For	For	For
1.3	Elect Director Robert A. Rango	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Employee Stock Purchase Plan	Mgmt	For	For	For
6	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
7	Adopt Simple Majority Vote	SH	Against	For	For

APA CORPORATION

Meeting Date: 03/27/2024

Record Date: 02/15/2024

Primary Security ID: 03743Q108

Country: USA

Meeting Type: Special

Ticker: APA

Shares Voted: 1,199

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Acquisition	Mgmt	For	For	For
2	Adjourn Meeting	Mgmt	For	For	For

Juniper Networks, Inc.

Meeting Date: 04/02/2024

Record Date: 02/23/2024

Primary Security ID: 48203R104

Country: USA

Meeting Type: Special

Ticker: JNPR

Shares Voted: 1,247

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For

Juniper Networks, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
4	Adjourn Meeting	Mgmt	For	For	For

Schlumberger N.V.

Meeting Date: 04/03/2024

Record Date: 02/07/2024

Primary Security ID: 806857108

Country: Curacao

Meeting Type: Annual

Ticker: SLB

Shares Voted: 5,591

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Coleman	Mgmt	For	For	For
1.2	Elect Director Patrick de La Chevardiere	Mgmt	For	For	For
1.3	Elect Director Miguel Galuccio	Mgmt	For	For	For
1.4	Elect Director Jim Hackett	Mgmt	For	For	For
1.5	Elect Director Olivier Le Peuch	Mgmt	For	For	For
1.6	Elect Director Samuel Leupold	Mgmt	For	For	For
1.7	Elect Director Tatiana Mitrova	Mgmt	For	For	For
1.8	Elect Director Maria Moraeus Hanssen	Mgmt	For	For	For
1.9	Elect Director Vanitha Narayanan	Mgmt	For	For	For
1.10	Elect Director Jeff Sheets	Mgmt	For	For	For
1.11	Elect Director Ulrich Spiesshofer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Adopt and Approve Financials and Dividends	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

The Walt Disney Company

Meeting Date: 04/03/2024

Record Date: 02/05/2024

Primary Security ID: 254687106

Country: USA

Meeting Type: Proxy Contest

Ticker: DIS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			
1A	Elect Management Nominee Director Mary T. Barra	Mgmt	For	Do Not Vote	Do Not Vote
1B	Elect Management Nominee Director Safra A. Catz	Mgmt	For	Do Not Vote	Do Not Vote
1C	Elect Management Nominee Director Amy L. Chang	Mgmt	For	Do Not Vote	Do Not Vote
1D	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	For	Do Not Vote	Do Not Vote
1E	Elect Management Nominee Director Carolyn N. Everson	Mgmt	For	Do Not Vote	Do Not Vote
1F	Elect Management Nominee Director Michael B.G. Froman	Mgmt	For	Do Not Vote	Do Not Vote
1G	Elect Management Nominee Director James P. Gorman	Mgmt	For	Do Not Vote	Do Not Vote
1H	Elect Management Nominee Director Robert A. Iger	Mgmt	For	Do Not Vote	Do Not Vote
1I	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	For	Do Not Vote	Do Not Vote
1J	Elect Management Nominee Director Calvin R. McDonald	Mgmt	For	Do Not Vote	Do Not Vote
1K	Elect Management Nominee Director Mark G. Parker	Mgmt	For	Do Not Vote	Do Not Vote
1L	Elect Management Nominee Director Derica W. Rice	Mgmt	For	Do Not Vote	Do Not Vote
1M	Elect Dissident Nominee Director Nelson Peltz	SH	Withhold	Do Not Vote	Do Not Vote
1N	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Withhold	Do Not Vote	Do Not Vote
1O	Elect Dissident Nominee Director Craig Hatkoff	SH	Withhold	Do Not Vote	Do Not Vote
1P	Elect Dissident Nominee Director Jessica Schell	SH	Withhold	Do Not Vote	Do Not Vote
1Q	Elect Dissident Nominee Director Leah Solivan	SH	Withhold	Do Not Vote	Do Not Vote
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Do Not Vote	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Do Not Vote	Do Not Vote
4	Amend Omnibus Stock Plan	Mgmt	For	Do Not Vote	Do Not Vote
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Do Not Vote	Do Not Vote

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Do Not Vote	Do Not Vote
7	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Do Not Vote	Do Not Vote
8	Report on Charitable Contributions	SH	Against	Do Not Vote	Do Not Vote
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	Against	Do Not Vote	Do Not Vote
10	Advisory Vote on Board Size and Related Vacancies	SH	Against	Do Not Vote	Do Not Vote
	Dissident Universal Proxy (Blue Proxy Card) by TRIAN GROUP	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			
1.1	Elect Dissident Nominee Director Nelson Peltz	SH	For	For	For
1.2	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	For	Withhold	Withhold
	OPPOSED COMPANY NOMINEES	Mgmt			
1.1	Elect Management Nominee Director Michael B.G. Froman	Mgmt	Withhold	For	For
1.2	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Withhold	Withhold	Withhold
	ACCEPTABLE COMPANY NOMINEES	Mgmt			
1.1	Elect Management Nominee Director Mary T. Barra	Mgmt	None	For	For
1.2	Elect Management Nominee Director Safra A. Catz	Mgmt	None	For	For
1.3	Elect Management Nominee Director Amy L. Chang	Mgmt	None	For	For
1.4	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	None	For	For
1.5	Elect Management Nominee Director Carolyn N. Everson	Mgmt	None	For	For
1.6	Elect Management Nominee Director James P. Gorman	Mgmt	None	For	For
1.7	Elect Management Nominee Director Robert A. Iger	Mgmt	None	For	For
1.8	Elect Management Nominee Director Calvin R. McDonald	Mgmt	None	For	For
1.9	Elect Management Nominee Director Mark G. Parker	Mgmt	None	For	For
1.10	Elect Management Nominee Director Derica W. Rice	Mgmt	None	For	For
	BLACKWELLS NOMINEES	Mgmt			

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Dissident Nominee Director Craig Hatkoff	SH	Withhold	Withhold	Withhold
1.2	Elect Dissident Nominee Director Jessica Schell	SH	Withhold	Withhold	Withhold
1.3	Elect Dissident Nominee Director Leah Solivan	SH	Withhold	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against	For	For
4	Amend Omnibus Stock Plan	Mgmt	None	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	None	Against	Against
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	None	For	For
7	Report on Gender-Based Compensation and Benefits Inequities	SH	None	Against	Against
8	Report on Charitable Contributions	SH	None	Against	Against
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	For	For	For
10	Advisory Vote on Board Size and Related Vacancies	SH	Against	Against	Against
	Dissident Universal Proxy (Green Proxy Card) by BLACKWELLS	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			
1a	Elect Dissident Nominee Director Craig Hatkoff	SH	For	Do Not Vote	Do Not Vote
1b	Elect Dissident Nominee Director Jessica Schell	SH	For	Do Not Vote	Do Not Vote
1c	Elect Dissident Nominee Director Leah Solivan	SH	For	Do Not Vote	Do Not Vote
	COMPANY NOMINEES	Mgmt			
1d	Elect Management Nominee Director Mary T. Barra	Mgmt	Withhold	Do Not Vote	Do Not Vote
1e	Elect Management Nominee Director Safra A. Catz	Mgmt	Withhold	Do Not Vote	Do Not Vote
1f	Elect Management Nominee Director Amy L. Chang	Mgmt	Withhold	Do Not Vote	Do Not Vote
1g	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	Withhold	Do Not Vote	Do Not Vote
1h	Elect Management Nominee Director Carolyn N. Everson	Mgmt	Withhold	Do Not Vote	Do Not Vote
1i	Elect Management Nominee Director Michael B.G. Froman	Mgmt	Withhold	Do Not Vote	Do Not Vote

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Management Nominee Director James P. Gorman	Mgmt	Withhold	Do Not Vote	Do Not Vote
1k	Elect Management Nominee Director Robert A. Iger	Mgmt	Withhold	Do Not Vote	Do Not Vote
1l	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Withhold	Do Not Vote	Do Not Vote
1m	Elect Management Nominee Director Calvin R. McDonald	Mgmt	Withhold	Do Not Vote	Do Not Vote
1n	Elect Management Nominee Director Mark G. Parker	Mgmt	Withhold	Do Not Vote	Do Not Vote
1o	Elect Management Nominee Director Derica W. Rice	Mgmt	Withhold	Do Not Vote	Do Not Vote
	THE TRIAN GROUP NOMINEES	Mgmt			
1p	Elect Dissident Nominee Director Nelson Peltz	SH	Withhold	Do Not Vote	Do Not Vote
1q	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Withhold	Do Not Vote	Do Not Vote
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Do Not Vote	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Do Not Vote	Do Not Vote
4	Amend Omnibus Stock Plan	Mgmt	For	Do Not Vote	Do Not Vote
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	None	Do Not Vote	Do Not Vote
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	None	Do Not Vote	Do Not Vote
7	Report on Gender-Based Compensation and Benefits Inequities	SH	None	Do Not Vote	Do Not Vote
8	Report on Charitable Contributions	SH	None	Do Not Vote	Do Not Vote
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	None	Do Not Vote	Do Not Vote
10	Advisory Vote on Board Size and Related Vacancies	SH	For	Do Not Vote	Do Not Vote

Carnival Corporation

Meeting Date: 04/05/2024	Country: Panama	Ticker: CCL
Record Date: 02/05/2024	Meeting Type: Annual	
Primary Security ID: 143658300		

Shares Voted: 3,719

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Re-elect Micky Arison as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
2	Re-elect Jonathon Band as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
3	Re-elect Jason Glen Cahilly as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
4	Elect Nelda J. Connors as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
5	Re-elect Helen Deeble as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
6	Re-elect Jeffrey J. Gearhart as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
7	Re-elect Katie Lahey as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
8	Re-elect Sara Mathew as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
9	Re-elect Stuart Subotnick as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
10	Re-elect Laura Weil as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
11	Re-elect Josh Weinstein as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
12	Re-elect Randy Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
14	Approve Directors' Remuneration Report (in Accordance with Legal Requirements Applicable to UK Companies)	Mgmt	For	For	For
15	Appoint Deloitte LLP as Independent Auditors of Carnival plc; Ratify the Selection of the U.S. Firm of Deloitte & Touche LLP as the Independent Registered Public Accounting Firm of Carnival Corporation	Mgmt	For	For	For
16	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For

Carnival Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Receive the Accounts and Reports of the Directors and Auditors of Carnival plc for the Year Ended November 30, 2023 (in Accordance with Legal Requirements Applicable to UK Companies)	Mgmt	For	For	For
18	Approve Issuance of Equity	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Approve Omnibus Stock Plan	Mgmt	For	For	For

A. O. Smith Corporation

Meeting Date: 04/09/2024Country: USATicker: AOS

Record Date: 02/20/2024Meeting Type: Annual

Primary Security ID: 831865209

Shares Voted: 481

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Victoria M. Holt	Mgmt	For	Withhold	Withhold
1.2	Elect Director Ilham Kadri	Mgmt	For	Withhold	Withhold
1.3	Elect Director Michael M. Larsen	Mgmt	For	For	For
1.4	Elect Director Christopher L. Mapes	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	SH	Against	For	For

The Bank of New York Mellon Corporation

Meeting Date: 04/09/2024Country: USATicker: BK

Record Date: 02/14/2024Meeting Type: Annual

Primary Security ID: 064058100

Shares Voted: 3,007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Z. Cook	Mgmt	For	For	For
1b	Elect Director Joseph J. Echevarria	Mgmt	For	For	For

The Bank of New York Mellon Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director M. Amy Gilliland	Mgmt	For	For	For
1d	Elect Director Jeffrey A. Goldstein	Mgmt	For	For	For
1e	Elect Director K. Guru Gowrappan	Mgmt	For	For	For
1f	Elect Director Ralph Izzo	Mgmt	For	For	For
1g	Elect Director Sandra E. "Sandie" O'Connor	Mgmt	For	For	For
1h	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For
1i	Elect Director Rakefet Russak-Aminoach	Mgmt	For	For	For
1j	Elect Director Robin A. Vince	Mgmt	For	For	For
1k	Elect Director Alfred W. "Al" Zollar	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

Hewlett Packard Enterprise Company

Meeting Date: 04/10/2024

Country: USA

Ticker: HPE

Record Date: 02/12/2024

Meeting Type: Annual

Primary Security ID: 42824C109

Shares Voted: 5,026

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela L. Carter	Mgmt	For	For	For
1b	Elect Director Frank A. D'Amelio	Mgmt	For	For	For
1c	Elect Director Regina E. Dugan	Mgmt	For	For	For
1d	Elect Director Jean M. Hobby	Mgmt	For	For	For
1e	Elect Director Raymond J. Lane	Mgmt	For	For	For
1f	Elect Director Ann M. Livermore	Mgmt	For	For	For
1g	Elect Director Bethany J. Mayer	Mgmt	For	For	For
1h	Elect Director Antonio F. Neri	Mgmt	For	For	For
1i	Elect Director Charles H. Noski	Mgmt	For	For	For
1j	Elect Director Raymond E. Ozzie	Mgmt	For	For	For
1k	Elect Director Gary M. Reiner	Mgmt	For	For	For

Hewlett Packard Enterprise Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Patricia F. Russo	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

Lennar Corporation

Meeting Date: 04/10/2024	Country: USA	Ticker: LEN
Record Date: 02/14/2024	Meeting Type: Annual	
Primary Security ID: 526057104		

Shares Voted: 1,025

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy Banse	Mgmt	For	For	For
1b	Elect Director Theron (Tig) Gilliam	Mgmt	For	For	For
1c	Elect Director Sherrill W. Hudson	Mgmt	For	For	For
1d	Elect Director Jonathan M. Jaffe	Mgmt	For	For	For
1e	Elect Director Sidney Lapidus	Mgmt	For	For	For
1f	Elect Director Teri P. McClure	Mgmt	For	For	For
1g	Elect Director Stuart Miller	Mgmt	For	Against	Against
1h	Elect Director Armando Olivera	Mgmt	For	For	For
1i	Elect Director Dacona Smith	Mgmt	For	For	For
1j	Elect Director Jeffrey Sonnenfeld	Mgmt	For	For	For
1k	Elect Director Serena Wolfe	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
5	Report on Political Contributions	SH	Against	For	For
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
7	Report on Climate Change	SH	Against	For	For

Synopsys, Inc.

Meeting Date: 04/10/2024

Record Date: 02/12/2024

Primary Security ID: 871607107

Country: USA

Meeting Type: Annual

Ticker: SNPS

Shares Voted: 577

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Aart J. de Geus	Mgmt	For	For	For
1b	Elect Director Roy Vallee	Mgmt	For	For	For
1c	Elect Director Sassine Ghazi	Mgmt	For	For	For
1d	Elect Director Luis Borgen	Mgmt	For	For	For
1e	Elect Director Marc N. Casper	Mgmt	For	For	For
1f	Elect Director Janice D. Chaffin	Mgmt	For	For	For
1g	Elect Director Bruce R. Chizen	Mgmt	For	For	For
1h	Elect Director Mercedes Johnson	Mgmt	For	For	For
1i	Elect Director Robert G. Painter	Mgmt	For	For	For
1j	Elect Director Jeannine P. Sargent	Mgmt	For	For	For
1k	Elect Director John G. Schwarz	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For

Dow Inc.

Meeting Date: 04/11/2024

Record Date: 02/15/2024

Primary Security ID: 260557103

Country: USA

Meeting Type: Annual

Ticker: DOW

Shares Voted: 2,745

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	For	For	For
1b	Elect Director Gaurdie E. Banister, Jr.	Mgmt	For	For	For
1c	Elect Director Wesley G. Bush	Mgmt	For	For	For
1d	Elect Director Richard K. Davis	Mgmt	For	For	For
1e	Elect Director Jerri DeVard	Mgmt	For	For	For
1f	Elect Director Debra L. Dial	Mgmt	For	For	For
1g	Elect Director Jeff M. Fetting	Mgmt	For	For	For

Dow Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Jim Fitterling	Mgmt	For	For	For
1i	Elect Director Jacqueline C. Hinman	Mgmt	For	Against	Against
1j	Elect Director Luis Alberto Moreno	Mgmt	For	For	For
1k	Elect Director Jill S. Wyant	Mgmt	For	For	For
1l	Elect Director Daniel W. Yohannes	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Provide Right to Act by Written Consent	SH	Against	For	For
5	Commission Audited Report on Reduced Plastics Demand	SH	Against	For	For

Fifth Third Bancorp

Meeting Date: 04/16/2024

Country: USA

Ticker: FITB

Record Date: 02/20/2024

Meeting Type: Annual

Primary Security ID: 316773100

Shares Voted: 2,487

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicholas K. Akins	Mgmt	For	For	For
1b	Elect Director B. Evan Bayh, III	Mgmt	For	For	For
1c	Elect Director Jorge L. Benitez	Mgmt	For	For	For
1d	Elect Director Katherine B. Blackburn	Mgmt	For	For	For
1e	Elect Director Emerson L. Brumback	Mgmt	For	For	For
1f	Elect Director Linda W. Clement-Holmes	Mgmt	For	For	For
1g	Elect Director C. Bryan Daniels	Mgmt	For	For	For
1h	Elect Director Laurent Desmangles	Mgmt	For	For	For
1i	Elect Director Mitchell S. Feiger	Mgmt	For	For	For
1j	Elect Director Thomas H. Harvey	Mgmt	For	For	For
1k	Elect Director Gary R. Heminger	Mgmt	For	For	For
1l	Elect Director Eileen A. Mallesch	Mgmt	For	For	For
1m	Elect Director Michael B. McCallister	Mgmt	For	For	For
1n	Elect Director Kathleen A. Rogers	Mgmt	For	For	For
1o	Elect Director Timothy N. Spence	Mgmt	For	For	For
1p	Elect Director Marsha C. Williams	Mgmt	For	For	For

Fifth Third Bancorp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For

IQVIA Holdings Inc.

Meeting Date: 04/16/2024

Record Date: 02/20/2024

Primary Security ID: 46266C105

Country: USA

Meeting Type: Annual

Ticker: IQV

Shares Voted: 715

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ari Bousbib	Mgmt	For	For	For
1b	Elect Director Carol J. Burt	Mgmt	For	For	For
1c	Elect Director Colleen A. Goggins	Mgmt	For	For	For
1d	Elect Director John M. Leonard	Mgmt	For	For	For
1e	Elect Director Todd B. Sisitsky	Mgmt	For	For	For
1f	Elect Director Sheila A. Stamps	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Report on Political Contributions and Expenditures	SH	Against	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

M&T Bank Corporation

Meeting Date: 04/16/2024

Record Date: 02/22/2024

Primary Security ID: 55261F104

Country: USA

Meeting Type: Annual

Ticker: MTB

Shares Voted: 650

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John P. Barnes	Mgmt	For	For	For
1.2	Elect Director Robert T. Brady	Mgmt	For	For	For
1.3	Elect Director Carlton J. Charles	Mgmt	For	For	For
1.4	Elect Director Jane Chwick	Mgmt	For	For	For

M&T Bank Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director William F. Cruger, Jr.	Mgmt	For	For	For
1.6	Elect Director T. Jefferson Cunningham, III	Mgmt	For	For	For
1.7	Elect Director Gary N. Geisel	Mgmt	For	For	For
1.8	Elect Director Leslie V. Godridge	Mgmt	For	For	For
1.9	Elect Director Rene F. Jones	Mgmt	For	For	For
1.10	Elect Director Richard H. Ledgett, Jr.	Mgmt	For	For	For
1.11	Elect Director Melinda R. Rich	Mgmt	For	For	For
1.12	Elect Director Robert E. Sadler, Jr.	Mgmt	For	For	For
1.13	Elect Director Denis J. Salamone	Mgmt	For	For	For
1.14	Elect Director Rudina Sesei	Mgmt	For	For	For
1.15	Elect Director Kirk W. Walters	Mgmt	For	For	For
1.16	Elect Director Herbert L. Washington	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Moody's Corporation

Meeting Date: 04/16/2024

Country: USA

Ticker: MCO

Record Date: 02/20/2024

Meeting Type: Annual

Primary Security ID: 615369105

Shares Voted: 620

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jorge A. Bermudez	Mgmt	For	For	For
1b	Elect Director Therese Esperdy	Mgmt	For	For	For
1c	Elect Director Robert Fauber	Mgmt	For	For	For
1d	Elect Director Vincent A. Forlenza	Mgmt	For	For	For
1e	Elect Director Kathryn M. Hill	Mgmt	For	For	For
1f	Elect Director Lloyd W. Howell, Jr.	Mgmt	For	For	For
1g	Elect Director Jose M. Minaya	Mgmt	For	For	For
1h	Elect Director Leslie F. Seidman	Mgmt	For	For	For
1i	Elect Director Zig Serafin	Mgmt	For	For	For
1j	Elect Director Bruce Van Saun	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Moody's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Provide Right to Call Special Meeting	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Northern Trust Corporation

Meeting Date: 04/16/2024

Record Date: 02/26/2024

Primary Security ID: 665859104

Country: USA

Meeting Type: Annual

Ticker: NTRS

Shares Voted: 809

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Walker Bynoe	Mgmt	For	For	For
1b	Elect Director Susan Crown	Mgmt	For	For	For
1c	Elect Director Dean M. Harrison	Mgmt	For	For	For
1d	Elect Director Jay L. Henderson	Mgmt	For	For	For
1e	Elect Director Marcy S. Klevorn	Mgmt	For	For	For
1f	Elect Director Siddharth N. "Bobby" Mehta	Mgmt	For	For	For
1g	Elect Director Michael G. O'Grady	Mgmt	For	For	For
1h	Elect Director Martin P. Slark	Mgmt	For	For	For
1i	Elect Director David H. B. Smith, Jr.	Mgmt	For	For	For
1j	Elect Director Donald Thompson	Mgmt	For	For	For
1k	Elect Director Charles A. Tribbett, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Risks of Misaligning Proxy Votes with Client Preferences	SH	Against	For	For

Public Service Enterprise Group Incorporated

Meeting Date: 04/16/2024

Record Date: 02/16/2024

Primary Security ID: 744573106

Country: USA

Meeting Type: Annual

Ticker: PEG

Public Service Enterprise Group Incorporated

Shares Voted: 1,950

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ralph A. LaRossa	Mgmt	For	For	For
1.2	Elect Director Susan Tomasky	Mgmt	For	For	For
1.3	Elect Director Willie A. Deese	Mgmt	For	For	For
1.4	Elect Director Jamie M. Gentoso	Mgmt	For	For	For
1.5	Elect Director Barry H. Ostrowsky	Mgmt	For	For	For
1.6	Elect Director Ricardo G. Perez	Mgmt	For	For	For
1.7	Elect Director Valerie A. Smith	Mgmt	For	For	For
1.8	Elect Director Scott G. Stephenson	Mgmt	For	For	For
1.9	Elect Director Laura A. Sugg	Mgmt	For	For	For
1.10	Elect Director John P. Surma	Mgmt	For	For	For
1.11	Elect Director Kenneth Y. Tanji	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3a	Eliminate Supermajority Vote Requirement for Business Combinations	Mgmt	For	For	For
3b	Eliminate Supermajority Vote Requirements to Remove a Director Without Cause	Mgmt	For	For	For
3c	Eliminate Supermajority Vote Requirement to Amend Bylaws	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

U.S. Bancorp

Meeting Date: 04/16/2024Country: USATicker: USB
Record Date: 02/20/2024Meeting Type: Annual
Primary Security ID: 902973304

Shares Voted: 6,088

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Warner L. Baxter	Mgmt	For	For	For
1b	Elect Director Dorothy J. Bridges	Mgmt	For	For	For
1c	Elect Director Elizabeth L. Buse	Mgmt	For	For	For
1d	Elect Director Andrew Cecere	Mgmt	For	For	For
1e	Elect Director Alan B. Colberg	Mgmt	For	For	For
1f	Elect Director Kimberly N. Ellison-Taylor	Mgmt	For	For	For

U.S. Bancorp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Kimberly J. Harris	Mgmt	For	For	For
1h	Elect Director Roland A. Hernandez	Mgmt	For	For	For
1i	Elect Director Richard P. McKenney	Mgmt	For	For	For
1j	Elect Director Yusuf I. Mehdi	Mgmt	For	For	For
1k	Elect Director Loretta E. Reynolds	Mgmt	For	For	For
1l	Elect Director John P. Wiehoff	Mgmt	For	For	For
1m	Elect Director Scott W. Wine	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

Adobe Inc.

Meeting Date: 04/17/2024

Record Date: 02/20/2024

Primary Security ID: 00724F101

Country: USA

Meeting Type: Annual

Ticker: ADBE

Shares Voted: 1,784

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cristiano Amon	Mgmt	For	For	For
1b	Elect Director Amy Banse	Mgmt	For	For	For
1c	Elect Director Brett Biggs	Mgmt	For	For	For
1d	Elect Director Melanie Boulden	Mgmt	For	For	For
1e	Elect Director Frank Calderoni	Mgmt	For	For	For
1f	Elect Director Laura Desmond	Mgmt	For	For	For
1g	Elect Director Shantanu Narayen	Mgmt	For	For	For
1h	Elect Director Spencer Neumann	Mgmt	For	For	For
1i	Elect Director Kathleen Oberg	Mgmt	For	For	For
1j	Elect Director Dheeraj Pandey	Mgmt	For	For	For
1k	Elect Director David Ricks	Mgmt	For	For	For
1l	Elect Director Daniel Rosensweig	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Adobe Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	SH	Against	Against	Against
6	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	For	For

EQT Corporation

Meeting Date: 04/17/2024Country: USATicker: EQT

Record Date: 02/02/2024Meeting Type: Annual

Primary Security ID: 26884L109

Shares Voted: 1,505

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lydia I. Beebe	Mgmt	For	For	For
1b	Elect Director Lee M. Canaan	Mgmt	For	For	For
1c	Elect Director Janet L. Carrig	Mgmt	For	For	For
1d	Elect Director Frank C. Hu	Mgmt	For	For	For
1e	Elect Director Kathryn J. Jackson	Mgmt	For	Against	Against
1f	Elect Director John F. McCartney	Mgmt	For	For	For
1g	Elect Director James T. McManus, II	Mgmt	For	For	For
1h	Elect Director Anita M. Powers	Mgmt	For	For	For
1i	Elect Director Daniel J. Rice, IV	Mgmt	For	For	For
1j	Elect Director Toby Z. Rice	Mgmt	For	For	For
1k	Elect Director Hallie A. Vanderhider	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Huntington Bancshares Incorporated

Meeting Date: 04/17/2024Country: USATicker: HBAN

Record Date: 02/14/2024Meeting Type: Annual

Primary Security ID: 446150104

Shares Voted: 5,418

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alanna Y. Cotton	Mgmt	For	For	For
1.2	Elect Director Ann B. (Tanny) Crane	Mgmt	For	For	For

Huntington Bancshares Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Rafael Andres Diaz-Granados	Mgmt	For	For	For
1.4	Elect Director Gina D. France	Mgmt	For	For	For
1.5	Elect Director J. Michael Hochschwender	Mgmt	For	For	For
1.6	Elect Director John C. (Chris) Inglis	Mgmt	For	For	For
1.7	Elect Director Richard H. King	Mgmt	For	For	For
1.8	Elect Director Katherine M. A. (Allie) Kline	Mgmt	For	For	For
1.9	Elect Director Richard W. Neu	Mgmt	For	For	For
1.10	Elect Director Kenneth J. Phelan	Mgmt	For	For	For
1.11	Elect Director David L. Porteous	Mgmt	For	For	For
1.12	Elect Director Teresa H. Shea	Mgmt	For	For	For
1.13	Elect Director Roger J. Sit	Mgmt	For	For	For
1.14	Elect Director Stephen D. Steinour	Mgmt	For	For	For
1.15	Elect Director Jeffrey L. Tate	Mgmt	For	For	For
1.16	Elect Director Gary Torgow	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

Regions Financial Corporation

Meeting Date: 04/17/2024

Country: USA

Ticker: RF

Record Date: 02/20/2024

Meeting Type: Annual

Primary Security ID: 7591EP100

Shares Voted: 3,640					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Crosswhite	Mgmt	For	For	For
1b	Elect Director Noopur Davis	Mgmt	For	For	For
1c	Elect Director Zhanna Golodryga	Mgmt	For	For	For
1d	Elect Director J. Thomas Hill	Mgmt	For	For	For
1e	Elect Director Joia M. Johnson	Mgmt	For	For	For
1f	Elect Director Ruth Ann Marshall	Mgmt	For	For	For
1g	Elect Director James T. Prokopanko	Mgmt	For	For	For
1h	Elect Director Alison S. Rand	Mgmt	For	For	For

Regions Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director William C. Rhodes, III	Mgmt	For	For	For
1j	Elect Director Lee J. Styslinger, III	Mgmt	For	For	For
1k	Elect Director Jose S. Suquet	Mgmt	For	For	For
1l	Elect Director John M. Turner, Jr.	Mgmt	For	For	For
1m	Elect Director Timothy Vines	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

The Sherwin-Williams Company

Meeting Date: 04/17/2024

Record Date: 02/20/2024

Primary Security ID: 824348106

Country: USA

Meeting Type: Annual

Ticker: SHW

Shares Voted: 926					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kerri B. Anderson	Mgmt	For	For	For
1b	Elect Director Arthur F. Anton	Mgmt	For	For	For
1c	Elect Director Jeff M. Fettig	Mgmt	For	For	For
1d	Elect Director John G. Morikis	Mgmt	For	For	For
1e	Elect Director Heidi G. Petz	Mgmt	For	For	For
1f	Elect Director Christine A. Poon	Mgmt	For	For	For
1g	Elect Director Aaron M. Powell	Mgmt	For	For	For
1h	Elect Director Marta R. Stewart	Mgmt	For	For	For
1i	Elect Director Michael H. Thaman	Mgmt	For	For	For
1j	Elect Director Matthew Thornton, III	Mgmt	For	For	For
1k	Elect Director Thomas L. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	Against	For	For

Carrier Global Corporation

Meeting Date: 04/18/2024

Country: USA

Ticker: CARR

Record Date: 02/27/2024

Meeting Type: Annual

Primary Security ID: 14448C104

Shares Voted: 3,287

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Garnier	Mgmt	For	For	For
1b	Elect Director David L. Gitlin	Mgmt	For	For	For
1c	Elect Director John J. Greisch	Mgmt	For	For	For
1d	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For
1e	Elect Director Michael M. McNamara	Mgmt	For	For	For
1f	Elect Director Susan N. Story	Mgmt	For	For	For
1g	Elect Director Michael A. Todman	Mgmt	For	For	For
1h	Elect Director Maximilian (Max) Viessmann	Mgmt	For	For	For
1i	Elect Director Virginia M. Wilson	Mgmt	For	For	For
1j	Elect Director Beth A. Wozniak	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For

CF Industries Holdings, Inc.

Meeting Date: 04/18/2024

Country: USA

Ticker: CF

Record Date: 02/23/2024

Meeting Type: Annual

Primary Security ID: 125269100

Shares Voted: 696

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Javed Ahmed	Mgmt	For	For	For
1b	Elect Director Robert C. Arzbaecher	Mgmt	For	For	For
1c	Elect Director Christopher D. Bohn	Mgmt	For	For	For
1d	Elect Director Deborah L. DeHaas	Mgmt	For	For	For
1e	Elect Director John W. Eaves	Mgmt	For	For	For
1f	Elect Director Susan A. Ellerbusch	Mgmt	For	For	For
1g	Elect Director Stephen J. Hagge	Mgmt	For	For	For
1h	Elect Director Jesus Madrazo Yris	Mgmt	For	For	For

CF Industries Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Anne P. Noonan	Mgmt	For	For	For
1j	Elect Director Michael J. Toelle	Mgmt	For	For	For
1k	Elect Director Theresa E. Wagler	Mgmt	For	For	For
1l	Elect Director Celso L. White	Mgmt	For	For	For
1m	Elect Director W. Anthony Will	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Humana Inc.

Meeting Date: 04/18/2024Country: USATicker: HUM

Record Date: 02/29/2024Meeting Type: Annual

Primary Security ID: 444859102

Shares Voted: 454

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Raquel C. Bono	Mgmt	For	For	For
1b	Elect Director Bruce D. Broussard	Mgmt	For	For	For
1c	Elect Director Frank A. D'Amelio	Mgmt	For	For	For
1d	Elect Director David T. Feinberg	Mgmt	For	For	For
1e	Elect Director Wayne A. I. Frederick	Mgmt	For	For	For
1f	Elect Director John W. Garratt	Mgmt	For	For	For
1g	Elect Director Kurt J. Hilzinger	Mgmt	For	For	For
1h	Elect Director Karen W. Katz	Mgmt	For	For	For
1i	Elect Director Marcy S. Klevorn	Mgmt	For	For	For
1j	Elect Director Jorge S. Mesquita	Mgmt	For	For	For
1k	Elect Director Brad D. Smith	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For

Interactive Brokers Group, Inc.

Meeting Date: 04/18/2024

Record Date: 02/20/2024

Primary Security ID: 45841N107

Country: USA

Meeting Type: Annual

Ticker: IBKR

Shares Voted: 417

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas Peterffy	Mgmt	For	Against	Against
1b	Elect Director Earl H. Nemser	Mgmt	For	Against	Against
1c	Elect Director Milan Galik	Mgmt	For	Against	Against
1d	Elect Director Paul J. Brody	Mgmt	For	Against	Against
1e	Elect Director Lawrence E. Harris	Mgmt	For	For	For
1f	Elect Director William Peterffy	Mgmt	For	Against	Against
1g	Elect Director Nicole Yuen	Mgmt	For	Against	Against
1h	Elect Director Jill Bright	Mgmt	For	For	For
1i	Elect Director Richard Repetto	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Owens Corning

Meeting Date: 04/18/2024

Record Date: 02/20/2024

Primary Security ID: 690742101

Country: USA

Meeting Type: Annual

Ticker: OC

Shares Voted: 347

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian D. Chambers	Mgmt	For	For	For
1b	Elect Director Eduardo E. Cordeiro	Mgmt	For	For	For
1c	Elect Director Adrienne D. Elsner	Mgmt	For	For	For
1d	Elect Director Alfred E. Festa	Mgmt	For	For	For
1e	Elect Director Edward F. Lonergan	Mgmt	For	For	For
1f	Elect Director Maryann T. Mannen	Mgmt	For	For	For
1g	Elect Director Paul E. Martin	Mgmt	For	For	For
1h	Elect Director W. Howard Morris	Mgmt	For	For	For
1i	Elect Director Suzanne P. Nimocks	Mgmt	For	For	For
1j	Elect Director John D. Williams	Mgmt	For	For	For

Owens Corning

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

PPG Industries, Inc.

Meeting Date: 04/18/2024	Country: USA	Ticker: PPG
Record Date: 02/16/2024	Meeting Type: Annual	
Primary Security ID: 693506107		

Shares Voted: 924

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael W. Lamach	Mgmt	For	For	For
1.2	Elect Director Martin H. Richenhagen	Mgmt	For	For	For
1.3	Elect Director Christopher N. Roberts, III	Mgmt	For	For	For
1.4	Elect Director Catherine R. Smith	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Provide Right to Call Special Meeting	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

L3Harris Technologies, Inc.

Meeting Date: 04/19/2024	Country: USA	Ticker: LHX
Record Date: 02/23/2024	Meeting Type: Annual	
Primary Security ID: 502431109		

Shares Voted: 702

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sallie B. Bailey	Mgmt	For	For	For
1b	Elect Director Peter W. Chiarelli	Mgmt	For	For	For
1c	Elect Director Thomas A. Dattilo	Mgmt	For	For	For
1d	Elect Director Roger B. Fradin	Mgmt	For	For	For
1e	Elect Director Joanna L. Geraghty	Mgmt	For	For	For
1f	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
1g	Elect Director Harry B. Harris, Jr.	Mgmt	For	For	For

L3Harris Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Lewis Hay, III	Mgmt	For	For	For
1i	Elect Director Christopher E. Kubasik	Mgmt	For	For	For
1j	Elect Director Rita S. Lane	Mgmt	For	For	For
1k	Elect Director Robert B. Millard	Mgmt	For	For	For
1l	Elect Director Edward A. Rice, Jr.	Mgmt	For	For	For
1m	Elect Director William H. Swanson	Mgmt	For	For	For
1n	Elect Director Christina L. Zamarro	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
6	Report on Lobbying Payments and Policy	SH	Against	For	For

Lincoln Electric Holdings, Inc.

Meeting Date: 04/19/2024

Country: USA

Ticker: LECO

Record Date: 02/29/2024

Meeting Type: Annual

Primary Security ID: 533900106

Shares Voted: 224

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian D. Chambers	Mgmt	For	For	For
1.2	Elect Director Curtis E. Espeland	Mgmt	For	For	For
1.3	Elect Director Bonnie J. Fetch	Mgmt	For	For	For
1.4	Elect Director Patrick P. Goris	Mgmt	For	For	For
1.5	Elect Director Steven B. Hedlund	Mgmt	For	For	For
1.6	Elect Director Michael F. Hilton	Mgmt	For	For	For
1.7	Elect Director Marc A. Howze	Mgmt	For	For	For
1.8	Elect Director Kathryn Jo Lincoln	Mgmt	For	For	For
1.9	Elect Director Christopher L. Mapes	Mgmt	For	For	For
1.10	Elect Director Phillip J. Mason	Mgmt	For	For	For
1.11	Elect Director Ben P. Patel	Mgmt	For	For	For
1.12	Elect Director Kellye L. Walker	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Lincoln Electric Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Broadcom Inc.

Meeting Date: 04/22/2024	Country: USA	Ticker: AVGO
Record Date: 02/22/2024	Meeting Type: Annual	
Primary Security ID: 11135F101		

Shares Voted: 1,726

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Diane M. Bryant	Mgmt	For	For	For
1b	Elect Director Gayla J. Delly	Mgmt	For	For	For
1c	Elect Director Kenneth Y. Hao	Mgmt	For	For	For
1d	Elect Director Eddy W. Hartenstein	Mgmt	For	For	For
1e	Elect Director Check Kian Low	Mgmt	For	For	For
1f	Elect Director Justine F. Page	Mgmt	For	For	For
1g	Elect Director Henry Samueli	Mgmt	For	For	For
1h	Elect Director Hock E. Tan	Mgmt	For	For	For
1i	Elect Director Harry L. You	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

HP Inc.

Meeting Date: 04/22/2024	Country: USA	Ticker: HPQ
Record Date: 02/22/2024	Meeting Type: Annual	
Primary Security ID: 40434L105		

Shares Voted: 3,391

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Aida M. Alvarez	Mgmt	For	For	For
1b	Elect Director Robert R. Bennett	Mgmt	For	For	For
1c	Elect Director Chip Bergh	Mgmt	For	For	For
1d	Elect Director Bruce Broussard	Mgmt	For	For	For
1e	Elect Director Stacy Brown-Philpot	Mgmt	For	For	For
1f	Elect Director Stephanie A. Burns	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Mary Anne Citrino	Mgmt	For	For	For
1h	Elect Director Richard L. Clemmer	Mgmt	For	For	For
1i	Elect Director Enrique Lores	Mgmt	For	For	For
1j	Elect Director David Meline	Mgmt	For	For	For
1k	Elect Director Judith "Jami" Miscik	Mgmt	For	For	For
1l	Elect Director Kim K.W. Rucker	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

American Electric Power Company, Inc.

Meeting Date: 04/23/2024Country: USATicker: AEP

Record Date: 02/26/2024Meeting Type: Annual

Primary Security ID: 025537101

Shares Voted: 2,060

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ben Fowke	Mgmt	For	For	For
1.2	Elect Director Art A. Garcia	Mgmt	For	For	For
1.3	Elect Director Hunter C. Gary	Mgmt	For	For	For
1.4	Elect Director Linda A. Goodspeed	Mgmt	For	For	For
1.5	Elect Director Donna A. James	Mgmt	For	For	For
1.6	Elect Director Sandra Beach Lin	Mgmt	For	Against	Against
1.7	Elect Director Henry P. Linginfelter	Mgmt	For	For	For
1.8	Elect Director Margaret M. McCarthy	Mgmt	For	For	For
1.9	Elect Director Daryl Roberts	Mgmt	For	For	For
1.10	Elect Director Daniel G. Stoddard	Mgmt	For	For	For
1.11	Elect Director Sara Martinez Tucker	Mgmt	For	For	For
1.12	Elect Director Lewis Von Thaer	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

American Electric Power Company, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

Bio-Rad Laboratories, Inc.

Meeting Date: 04/23/2024	Country: USA	Ticker: BIO
Record Date: 02/26/2024	Meeting Type: Annual	
Primary Security ID: 090572207		

Shares Voted: 83

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Melinda Litherland	Mgmt	For	For	For
1.2	Elect Director Arnold A. Pinkston	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For

Charter Communications, Inc.

Meeting Date: 04/23/2024	Country: USA	Ticker: CHTR
Record Date: 02/23/2024	Meeting Type: Annual	
Primary Security ID: 16119P108		

Shares Voted: 396

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eric L. Zinterhofer	Mgmt	For	Against	Against
1b	Elect Director W. Lance Conn	Mgmt	For	Against	Against
1c	Elect Director Kim C. Goodman	Mgmt	For	For	For
1d	Elect Director Gregory B. Maffei	Mgmt	For	Against	Against
1e	Elect Director John D. Markley, Jr.	Mgmt	For	For	For
1f	Elect Director David C. Merritt	Mgmt	For	For	For
1g	Elect Director James E. Meyer	Mgmt	For	For	For
1h	Elect Director Steven A. Miron	Mgmt	For	Against	Against
1i	Elect Director Balan Nair	Mgmt	For	For	For
1j	Elect Director Michael A. Newhouse	Mgmt	For	For	For
1k	Elect Director Mauricio Ramos	Mgmt	For	Against	Against
1l	Elect Director Carolyn J. Slaski	Mgmt	For	For	For
1m	Elect Director Christopher L. Winfrey	Mgmt	For	For	For

Charter Communications, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Report on Lobbying Payments and Policy	SH	Against	For	For
6	Report on Political Contributions and Expenditures	SH	Against	For	For

Churchill Downs Incorporated

Meeting Date: 04/23/2024Country: USATicker: CHDN

Record Date: 03/01/2024Meeting Type: Annual

Primary Security ID: 171484108

Shares Voted: 275

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William C. Carstanjen	Mgmt	For	For	For
1.2	Elect Director Karole F. Lloyd	Mgmt	For	For	For
1.3	Elect Director Paul C. Varga	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

MSCI Inc.

Meeting Date: 04/23/2024Country: USATicker: MSCI

Record Date: 02/29/2024Meeting Type: Annual

Primary Security ID: 55354G100

Shares Voted: 310

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Henry A. Fernandez	Mgmt	For	For	For
1b	Elect Director Robert G. Ashe	Mgmt	For	For	For
1c	Elect Director Chirantan "CJ" Desai	Mgmt	For	For	For
1d	Elect Director Wayne Edmunds	Mgmt	For	For	For
1e	Elect Director Robin Matlock	Mgmt	For	For	For
1f	Elect Director Jacques P. Perold	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director C.D. Baer Pettit	Mgmt	For	For	For
1h	Elect Director Sandy C. Rattray	Mgmt	For	For	For
1i	Elect Director Linda H. Riefler	Mgmt	For	For	For
1j	Elect Director Marcus L. Smith	Mgmt	For	For	For
1k	Elect Director Rajat Taneja	Mgmt	For	For	For
1l	Elect Director Paula Volent	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on "Chinese Military-Industry Companies" in Company Indices	SH	Against	Against	Against

Regal Rexnord Corporation

Meeting Date: 04/23/2024Country: USATicker: RRX

Record Date: 03/01/2024Meeting Type: Annual

Primary Security ID: 758750103

Shares Voted: 259					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jan A. Bertsch	Mgmt	For	For	For
1b	Elect Director Stephen M. Burt	Mgmt	For	For	For
1c	Elect Director Anesa T. Chaibi	Mgmt	For	For	For
1d	Elect Director Theodore D. Crandall	Mgmt	For	For	For
1e	Elect Director Michael P. Doss	Mgmt	For	For	For
1f	Elect Director Michael F. Hilton	Mgmt	For	For	For
1g	Elect Director Louis V. Pinkham	Mgmt	For	For	For
1h	Elect Director Rakesh Sachdev	Mgmt	For	For	For
1i	Elect Director Curtis W. Stoelting	Mgmt	For	For	For
1j	Elect Director Robin A. Walker-Lee	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Revvity, Inc.

Meeting Date: 04/23/2024

Record Date: 02/26/2024

Primary Security ID: 714046109

Country: USA

Meeting Type: Annual

Ticker: RVTY

Shares Voted: 483

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Barrett	Mgmt	For	For	For
1b	Elect Director Samuel R. Chapin	Mgmt	For	For	For
1c	Elect Director Michael A. Klobuchar	Mgmt	For	For	For
1d	Elect Director Michelle McMurry-Heath	Mgmt	For	For	For
1e	Elect Director Alexis P. Michas	Mgmt	For	For	For
1f	Elect Director Prahlad R. Singh	Mgmt	For	For	For
1g	Elect Director Sophie V. Vandebroek	Mgmt	For	For	For
1h	Elect Director Michel Vounatsos	Mgmt	For	For	For
1i	Elect Director Frank Witney	Mgmt	For	For	For
1j	Elect Director Pascale Witz	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	Against	For	For

Rollins, Inc.

Meeting Date: 04/23/2024

Record Date: 03/01/2024

Primary Security ID: 775711104

Country: USA

Meeting Type: Annual

Ticker: ROL

Shares Voted: 1,153

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary W. Rollins	Mgmt	For	For	For
1.2	Elect Director P. Russell Hardin	Mgmt	For	For	For
1.3	Elect Director Dale E. Jones	Mgmt	For	For	For
1.4	Elect Director Pamela R. Rollins	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Truist Financial Corporation

Meeting Date: 04/23/2024
 Country: USA
 Ticker: TFC

Record Date: 02/15/2024
 Meeting Type: Annual

Primary Security ID: 89832Q109

Shares Voted: 5,220

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer S. Banner	Mgmt	For	For	For
1b	Elect Director K. David Boyer, Jr.	Mgmt	For	For	For
1c	Elect Director Agnes Bundy Scanlan	Mgmt	For	For	For
1d	Elect Director Dallas S. Clement	Mgmt	For	For	For
1e	Elect Director Patrick C. Graney, III	Mgmt	For	For	For
1f	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1g	Elect Director Donna S. Morea	Mgmt	For	For	For
1h	Elect Director Charles A. Patton	Mgmt	For	For	For
1i	Elect Director William H. Rogers, Jr	Mgmt	For	For	For
1j	Elect Director Thomas E. Skains	Mgmt	For	For	For
1k	Elect Director Laurence Stein	Mgmt	For	For	For
1l	Elect Director Bruce L. Tanner	Mgmt	For	For	For
1m	Elect Director Steven C. Voorhees	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

West Pharmaceutical Services, Inc.

Meeting Date: 04/23/2024
 Country: USA
 Ticker: WST

Record Date: 02/28/2024
 Meeting Type: Annual

Primary Security ID: 955306105

Shares Voted: 279

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Buthman	Mgmt	For	For	For
1b	Elect Director William F. Feehery	Mgmt	For	For	For
1c	Elect Director Robert F. Friel	Mgmt	For	For	For
1d	Elect Director Eric M. Green	Mgmt	For	For	For

West Pharmaceutical Services, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Thomas W. Hofmann	Mgmt	For	For	For
1f	Elect Director Molly E. Joseph	Mgmt	For	For	For
1g	Elect Director Deborah L. V. Keller	Mgmt	For	For	For
1h	Elect Director Myla P. Lai-Goldman	Mgmt	For	For	For
1i	Elect Director Stephen H. Lockhart	Mgmt	For	For	For
1j	Elect Director Douglas A. Michels	Mgmt	For	For	For
1k	Elect Director Paolo Pucci	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Eliminate Supermajority Transaction Requirement	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For

Ameriprise Financial, Inc.

Meeting Date: 04/24/2024Country: USATicker: AMP

Record Date: 02/26/2024Meeting Type: Annual

Primary Security ID: 03076C106

Shares Voted: 396

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James M. Cracchiolo	Mgmt	For	For	For
1b	Elect Director Robert F. Sharpe, Jr.	Mgmt	For	For	For
1c	Elect Director Dianne Neal Blixt	Mgmt	For	For	For
1d	Elect Director Amy DiGeso	Mgmt	For	For	For
1e	Elect Director Christopher J. Williams	Mgmt	For	For	For
1f	Elect Director Armando Pimentel, Jr.	Mgmt	For	For	For
1g	Elect Director Brian T. Shea	Mgmt	For	For	For
1h	Elect Director W. Edward Walter, III	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Allow the Exculpation of Officers	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Aptiv PLC

Meeting Date: 04/24/2024

Record Date: 03/04/2024

Primary Security ID: G6095L109

Country: Jersey

Meeting Type: Annual

Ticker: APTV

Shares Voted: 1,106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kevin P. Clark	Mgmt	For	For	For
1b	Elect Director Nancy E. Cooper	Mgmt	For	For	For
1c	Elect Director Joseph L. (Jay) Hooley	Mgmt	For	For	For
1d	Elect Director Vasumati P. (Vasu) Jakkal	Mgmt	For	For	For
1e	Elect Director Merit E. Janow	Mgmt	For	For	For
1f	Elect Director Sean O. Mahoney	Mgmt	For	For	For
1g	Elect Director Paul M. Meister	Mgmt	For	For	For
1h	Elect Director Robert K. (Kelly) Ortberg	Mgmt	For	For	For
1i	Elect Director Colin J. Parris	Mgmt	For	For	For
1j	Elect Director Ana G. Pinczuk	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Ball Corporation

Meeting Date: 04/24/2024

Record Date: 03/04/2024

Primary Security ID: 058498106

Country: USA

Meeting Type: Annual

Ticker: BALL

Shares Voted: 1,178

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John A. Bryant	Mgmt	For	For	For
1b	Elect Director Michael J. Cave	Mgmt	For	For	For
1c	Elect Director Daniel W. Fisher	Mgmt	For	For	For
1d	Elect Director Pedro Henrique Mariani	Mgmt	For	For	For
1e	Elect Director Cathy D. Ross	Mgmt	For	For	For
1f	Elect Director Betty J. Sapp	Mgmt	For	For	For
1g	Elect Director Stuart A. Taylor, II	Mgmt	For	For	For

Ball Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Bank of America Corporation

Meeting Date: 04/24/2024Country: USATicker: BAC

Record Date: 03/01/2024Meeting Type: Annual

Primary Security ID: 060505104

Shares Voted: 26,942

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon L. Allen	Mgmt	For	For	For
1b	Elect Director Jose (Joe) E. Almeida	Mgmt	For	For	For
1c	Elect Director Pierre J.P. de Weck	Mgmt	For	For	For
1d	Elect Director Arnold W. Donald	Mgmt	For	For	For
1e	Elect Director Linda P. Hudson	Mgmt	For	For	For
1f	Elect Director Monica C. Lozano	Mgmt	For	For	For
1g	Elect Director Brian T. Moynihan	Mgmt	For	For	For
1h	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1i	Elect Director Denise L. Ramos	Mgmt	For	For	For
1j	Elect Director Clayton S. Rose	Mgmt	For	Against	Against
1k	Elect Director Michael D. White	Mgmt	For	For	For
1l	Elect Director Thomas D. Woods	Mgmt	For	For	For
1m	Elect Director Maria T. Zuber	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against
6	Report on Climate Lobbying	SH	Against	For	For
7	Report on Clean Energy Supply Financing Ratio	SH	Against	For	For
8	Provide Right to Act by Written Consent	SH	Against	For	For
9	Require Independent Board Chair	SH	Against	For	For

Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Improve Executive Compensation Program and Policy	SH	Against	Against	Against

BorgWarner Inc.

Meeting Date: 04/24/2024	Country: USA	Ticker: BWA
Record Date: 03/01/2024	Meeting Type: Annual	
Primary Security ID: 099724106		

Shares Voted: 918

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Sara A. Greenstein	Mgmt	For	For	For
1B	Elect Director Michael S. Hanley	Mgmt	For	For	For
1C	Elect Director Frederic B. Lissalde	Mgmt	For	For	For
1D	Elect Director Shaun E. McAlmont	Mgmt	For	For	For
1E	Elect Director Deborah D. McWhinney	Mgmt	For	For	For
1F	Elect Director Alexis P. Michas	Mgmt	For	For	For
1G	Elect Director Sailaja K. Shankar	Mgmt	For	For	For
1H	Elect Director Hau N. Thai-Tang	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Eaton Corporation plc

Meeting Date: 04/24/2024	Country: Ireland	Ticker: ETN
Record Date: 02/26/2024	Meeting Type: Annual	
Primary Security ID: G29183103		

Shares Voted: 1,564

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	For	For	For
1b	Elect Director Silvio Napoli	Mgmt	For	For	For
1c	Elect Director Gregory R. Page	Mgmt	For	For	For
1d	Elect Director Sandra Pianalto	Mgmt	For	For	For
1e	Elect Director Robert V. Pragada	Mgmt	For	For	For
1f	Elect Director Lori J. Ryerkerk	Mgmt	For	For	For
1g	Elect Director Gerald B. Smith	Mgmt	For	For	For

Eaton Corporation plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Dorothy C. Thompson	Mgmt	For	For	For
1i	Elect Director Darryl L. Wilson	Mgmt	For	For	For
2	Ratify Ernst & Young as Auditors and Authorize Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Authorize Issue of Equity with Pre-emptive Rights	Mgmt	For	For	For
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
6	Authorize Share Repurchase of Issued Share Capital	Mgmt	For	For	For

Entegris, Inc.

Meeting Date: 04/24/2024Country: USATicker: ENTG

Record Date: 03/08/2024Meeting Type: Annual

Primary Security ID: 29362U104

Shares Voted: 555

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James R. Anderson	Mgmt	For	For	For
1b	Elect Director Rodney Clark	Mgmt	For	For	For
1c	Elect Director James F. Gentilcore	Mgmt	For	For	For
1d	Elect Director Yvette Kanouff	Mgmt	For	For	For
1e	Elect Director James P. Lederer	Mgmt	For	For	For
1f	Elect Director Bertrand Loy	Mgmt	For	For	For
1g	Elect Director David Reeder	Mgmt	For	For	For
1h	Elect Director Azita Saleki-Gerhardt	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Marathon Petroleum Corporation

Meeting Date: 04/24/2024Country: USATicker: MPC

Record Date: 03/01/2024Meeting Type: Annual

Primary Security ID: 56585A102

Marathon Petroleum Corporation

Shares Voted: 1,486

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Alkhayyal	Mgmt	For	Against	Against
1b	Elect Director Jonathan Z. Cohen	Mgmt	For	For	For
1c	Elect Director Michael J. Hennigan	Mgmt	For	Against	Against
1d	Elect Director Frank M. Semple	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Certificate of Incorporation to Provide for Officer Exculpation	Mgmt	For	For	For
6	Declassify the Board of Directors	Mgmt	For	For	For
7	Eliminate Supermajority Voting Provisions	Mgmt	For	For	For
8	Adopt Simple Majority Vote	SH	Against	For	For

Newmont Corporation

Meeting Date: 04/24/2024Country: USATicker: NEM

Record Date: 02/27/2024Meeting Type: Annual

Primary Security ID: 651639106

Shares Voted: 4,371

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Philip Aiken	Mgmt	For	For	For
1.2	Elect Director Gregory H. Boyce	Mgmt	For	For	For
1.3	Elect Director Bruce R. Brook	Mgmt	For	For	For
1.4	Elect Director Maura J. Clark	Mgmt	For	For	For
1.5	Elect Director Emma FitzGerald	Mgmt	For	For	For
1.6	Elect Director Sally-Anne Layman	Mgmt	For	For	For
1.7	Elect Director Jose Manuel Madero	Mgmt	For	For	For
1.8	Elect Director Rene Medori	Mgmt	For	For	For
1.9	Elect Director Jane Nelson	Mgmt	For	For	For
1.10	Elect Director Thomas R. Palmer	Mgmt	For	For	For
1.11	Elect Director Julio M. Quintana	Mgmt	For	For	For
1.12	Elect Director Susan N. Story	Mgmt	For	For	For

Newmont Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Teledyne Technologies Incorporated

Meeting Date: 04/24/2024

Record Date: 03/01/2024

Primary Security ID: 879360105

Country: USA

Meeting Type: Annual

Ticker: TDY

Shares Voted: 184

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Denise R. Singleton	Mgmt	For	For	For
1.2	Elect Director Simon M. Lorne	Mgmt	For	For	For
1.3	Elect Director Vincent J. Morales	Mgmt	For	For	For
1.4	Elect Director Wesley W. von Schack	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Provide for Officer Exculpation	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For

Textron Inc.

Meeting Date: 04/24/2024

Record Date: 02/26/2024

Primary Security ID: 883203101

Country: USA

Meeting Type: Annual

Ticker: TXT

Shares Voted: 767

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard F. Ambrose	Mgmt	For	For	For
1b	Elect Director Kathleen M. Bader	Mgmt	For	For	For
1c	Elect Director R. Kerry Clark	Mgmt	For	For	For
1d	Elect Director Scott C. Donnelly	Mgmt	For	For	For
1e	Elect Director Michael X. Garrett	Mgmt	For	For	For
1f	Elect Director Deborah Lee James	Mgmt	For	For	For

Textron Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Thomas A. Kennedy	Mgmt	For	For	For
1h	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1i	Elect Director James L. Ziemer	Mgmt	For	For	For
1j	Elect Director Maria T. Zuber	Mgmt	For	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For

The Cigna Group

Meeting Date: 04/24/2024
 Country: USA
 Ticker: CI

Record Date: 03/05/2024
 Meeting Type: Annual

Primary Security ID: 125523100

Shares Voted: 1,094

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David M. Cordani	Mgmt	For	For	For
1b	Elect Director William J. DeLaney	Mgmt	For	For	For
1c	Elect Director Eric J. Foss	Mgmt	For	For	For
1d	Elect Director Elder Granger	Mgmt	For	For	For
1e	Elect Director Neesha Hathi	Mgmt	For	For	For
1f	Elect Director George Kurian	Mgmt	For	For	For
1g	Elect Director Kathleen M. Mazzarella	Mgmt	For	For	For
1h	Elect Director Mark B. McClellan	Mgmt	For	For	For
1i	Elect Director Philip O. Ozuah	Mgmt	For	For	For
1j	Elect Director Kimberly A. Ross	Mgmt	For	For	For
1k	Elect Director Eric C. Wiseman	Mgmt	For	For	For
1l	Elect Director Donna F. Zarcone	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
5	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

The Goldman Sachs Group, Inc.

Meeting Date: 04/24/2024

Record Date: 02/26/2024

Primary Security ID: 38141G104

Country: USA

Meeting Type: Annual

Ticker: GS

Shares Voted: 1,278

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michele Burns	Mgmt	For	For	For
1b	Elect Director Mark Flaherty	Mgmt	For	For	For
1c	Elect Director Kimberley Harris	Mgmt	For	For	For
1d	Elect Director Kevin Johnson	Mgmt	For	For	For
1e	Elect Director Ellen Kullman	Mgmt	For	For	For
1f	Elect Director Lakshmi Mittal	Mgmt	For	For	For
1g	Elect Director Thomas Montag	Mgmt	For	For	For
1h	Elect Director Peter Oppenheimer	Mgmt	For	For	For
1i	Elect Director David Solomon	Mgmt	For	For	For
1j	Elect Director Jan Tighe	Mgmt	For	For	For
1k	Elect Director David Viniar	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For
5	Report on Lobbying Payments and Policy	SH	Against	For	For
6	Report on Efforts to Prevent Discrimination	SH	Against	For	For
7	Issue Environmental Justice Report	SH	Against	For	For
8	Report on Clean Energy Supply Financing Ratio	SH	Against	For	For
9	Review Proxy Voting Record and Policies Related to Climate Change and Diversity	SH	Against	For	For
10	Restrict spending on climate change-related analysis or actions	SH	Against	Against	Against
11	Report on Pay Equity	SH	Against	For	For
12	Adopt Director Election Resignation Bylaw *Withdrawn Resolution*	SH			

The PNC Financial Services Group, Inc.

Meeting Date: 04/24/2024

Record Date: 02/02/2024

Primary Security ID: 693475105

Country: USA

Meeting Type: Annual

Ticker: PNC

The PNC Financial Services Group, Inc.

Shares Voted: 1,557

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph Alvarado	Mgmt	For	For	For
1b	Elect Director Debra A. Cafaro	Mgmt	For	For	For
1c	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For
1d	Elect Director William S. Demchak	Mgmt	For	For	For
1e	Elect Director Andrew T. Feldstein	Mgmt	For	For	For
1f	Elect Director Richard J. Harshman	Mgmt	For	For	For
1g	Elect Director Daniel R. Hesse	Mgmt	For	For	For
1h	Elect Director Renu Khator	Mgmt	For	For	For
1i	Elect Director Linda R. Medler	Mgmt	For	For	For
1j	Elect Director Robert A. Niblock	Mgmt	For	For	For
1k	Elect Director Martin Pfinsgraff	Mgmt	For	For	For
1l	Elect Director Bryan S. Salesky	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Report on Risk Management and Implementation of Human Rights Statement	SH	Against	For	For

W.W. Grainger, Inc.

Meeting Date: 04/24/2024Country: USATicker: GWW
Record Date: 03/04/2024Meeting Type: Annual
Primary Security ID: 384802104

Shares Voted: 177

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	For	For
1b	Elect Director George S. Davis	Mgmt	For	For	For
1c	Elect Director Katherine D. Jaspon	Mgmt	For	For	For
1d	Elect Director Christopher J. Klein	Mgmt	For	For	For
1e	Elect Director Stuart L. Levenick	Mgmt	For	For	For
1f	Elect Director D.G. Macpherson	Mgmt	For	For	For

W.W. Grainger, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Cindy J. Miller	Mgmt	For	For	For
1h	Elect Director Neil S. Novich	Mgmt	For	For	For
1i	Elect Director Beatriz R. Perez	Mgmt	For	For	For
1j	Elect Director E. Scott Santi	Mgmt	For	For	For
1k	Elect Director Susan Slavik Williams	Mgmt	For	For	For
1l	Elect Director Lucas E. Watson	Mgmt	For	For	For
1m	Elect Director Steven A. White	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

AGCO Corporation

Meeting Date: 04/25/2024Country: USATicker: AGCO

Record Date: 03/15/2024Meeting Type: Annual

Primary Security ID: 001084102

Shares Voted: 245

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael C. Arnold	Mgmt	For	For	For
1.2	Elect Director Sondra L. Barbour	Mgmt	For	For	For
1.3	Elect Director Suzanne P. Clark	Mgmt	For	For	For
1.4	Elect Director Bob De Lange	Mgmt	For	For	For
1.5	Elect Director Eric P. Hansotia	Mgmt	For	For	For
1.6	Elect Director George E. Minnich	Mgmt	For	For	For
1.7	Elect Director Niels Porksen	Mgmt	For	For	For
1.8	Elect Director David Sagehorn	Mgmt	For	For	For
1.9	Elect Director Mallika Srinivasan	Mgmt	For	For	For
1.10	Elect Director Matthew Tsien	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Avery Dennison Corporation

Meeting Date: 04/25/2024Country: USATicker: AVY

Record Date: 02/26/2024Meeting Type: Annual

Primary Security ID: 053611109

Avery Dennison Corporation

Shares Voted: 314

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bradley A. Alford	Mgmt	For	For	For
1b	Elect Director Mitchell R. Butier	Mgmt	For	For	For
1c	Elect Director Ken C. Hicks	Mgmt	For	For	For
1d	Elect Director Andres A. Lopez	Mgmt	For	For	For
1e	Elect Director Maria Fernanda Mejia	Mgmt	For	For	For
1f	Elect Director Francesca Reverberi	Mgmt	For	For	For
1g	Elect Director Patrick T. Siewert	Mgmt	For	For	For
1h	Elect Director Deon M. Stander	Mgmt	For	For	For
1i	Elect Director Martha N. Sullivan	Mgmt	For	For	For
1j	Elect Director William R. Wagner	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Provide Right to Call Special Meeting	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Citizens Financial Group, Inc.

Meeting Date: 04/25/2024Country: USATicker: CFG

Record Date: 02/28/2024Meeting Type: Annual

Primary Security ID: 174610105

Shares Voted: 1,746

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bruce Van Saun	Mgmt	For	For	For
1.2	Elect Director Lee Alexander	Mgmt	For	For	For
1.3	Elect Director Tracy A. Atkinson	Mgmt	For	For	For
1.4	Elect Director Christine M. Cumming	Mgmt	For	For	For
1.5	Elect Director Kevin J. Cummings	Mgmt	For	For	For
1.6	Elect Director William P. Hankowsky	Mgmt	For	For	For
1.7	Elect Director Edward J. Kelly, III	Mgmt	For	For	For
1.8	Elect Director Robert G. Leary	Mgmt	For	For	For
1.9	Elect Director Terrance J. Lillis	Mgmt	For	For	For
1.10	Elect Director Michele N. Siekerka	Mgmt	For	For	For
1.11	Elect Director Christopher J. Swift	Mgmt	For	For	For

Citizens Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director Wendy A. Watson	Mgmt	For	For	For
1.13	Elect Director Marita Zuraitis	Mgmt	For	For	For
2	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Domino's Pizza, Inc.

Meeting Date: 04/25/2024

Country: USA

Ticker: DPZ

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 25754A201

Shares Voted: 136

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Brandon	Mgmt	For	For	For
1.2	Elect Director C. Andrew Ballard	Mgmt	For	For	For
1.3	Elect Director Andrew B. Balson	Mgmt	For	For	For
1.4	Elect Director Corie S. Barry	Mgmt	For	For	For
1.5	Elect Director Diana F. Cantor	Mgmt	For	For	For
1.6	Elect Director Richard L. Federico	Mgmt	For	For	For
1.7	Elect Director James A. Goldman	Mgmt	For	For	For
1.8	Elect Director Patricia E. Lopez	Mgmt	For	For	For
1.9	Elect Director Russell J. Weiner	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For

Edison International

Meeting Date: 04/25/2024

Country: USA

Ticker: EIX

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 281020107

Edison International

Shares Voted: 1,503

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeanne Beliveau-Dunn	Mgmt	For	For	For
1b	Elect Director Michael C. Camunez	Mgmt	For	For	For
1c	Elect Director Vanessa C.L. Chang	Mgmt	For	For	For
1d	Elect Director James T. Morris	Mgmt	For	For	For
1e	Elect Director Timothy T. O'Toole	Mgmt	For	For	For
1f	Elect Director Pedro J. Pizarro	Mgmt	For	For	For
1g	Elect Director Marcy L. Reed	Mgmt	For	For	For
1h	Elect Director Carey A. Smith	Mgmt	For	For	For
1i	Elect Director Linda G. Stuntz	Mgmt	For	For	For
1j	Elect Director Peter J. Taylor	Mgmt	For	For	For
1k	Elect Director Keith Trent	Mgmt	For	For	For
2	Ratify PwC as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For

Fastenal Company

Meeting Date: 04/25/2024Country: USATicker: FAST

Record Date: 02/26/2024Meeting Type: Annual

Primary Security ID: 311900104

Shares Voted: 2,237

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott A. Satterlee	Mgmt	For	For	For
1b	Elect Director Michael J. Ancius	Mgmt	For	For	For
1c	Elect Director Stephen L. Eastman	Mgmt	For	For	For
1d	Elect Director Daniel L. Florness	Mgmt	For	For	For
1e	Elect Director Rita J. Heise	Mgmt	For	For	For
1f	Elect Director Hsenghung Sam Hsu	Mgmt	For	For	For
1g	Elect Director Daniel L. Johnson	Mgmt	For	For	For
1h	Elect Director Nicholas J. Lundquist	Mgmt	For	For	For
1i	Elect Director Sarah N. Nielsen	Mgmt	For	For	For
1j	Elect Director Irene A. Quarshie	Mgmt	For	For	For

Fastenal Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Reyne K. Wisecup	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement for Business Combinations	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For

Global Payments Inc.

Meeting Date: 04/25/2024

Country: USA

Ticker: GPN

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 37940X102

Shares Voted: 937

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director F. Thaddeus Arroyo	Mgmt	For	For	For
1b	Elect Director Robert H.B. Baldwin, Jr.	Mgmt	For	For	For
1c	Elect Director Cameron M. Bready	Mgmt	For	For	For
1d	Elect Director John G. Bruno	Mgmt	For	For	For
1e	Elect Director Joia M. Johnson	Mgmt	For	For	For
1f	Elect Director Kirsten Kliphouse	Mgmt	For	For	For
1g	Elect Director Ruth Ann Marshall	Mgmt	For	For	For
1h	Elect Director Connie D. McDaniel	Mgmt	For	For	For
1i	Elect Director Joseph H. Osnoss	Mgmt	For	For	For
1j	Elect Director William B. Plummer	Mgmt	For	For	For
1k	Elect Director John T. Turner	Mgmt	For	For	For
1l	Elect Director M. Troy Woods	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Political Contributions and Expenditures	SH	Against	For	For

Globe Life Inc.

Meeting Date: 04/25/2024

Country: USA

Ticker: GL

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 37959E102

Globe Life Inc.

Shares Voted: 368

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Linda L. Addison	Mgmt	For	For	For
1.2	Elect Director Marilyn A. Alexander	Mgmt	For	For	For
1.3	Elect Director Cheryl D. Alston	Mgmt	For	For	For
1.4	Elect Director Mark A. Blinn	Mgmt	For	For	For
1.5	Elect Director James P. Brannen	Mgmt	For	For	For
1.6	Elect Director Alice S. Cho	Mgmt	For	For	For
1.7	Elect Director J. Matthew Darden	Mgmt	For	For	For
1.8	Elect Director Steven P. Johnson	Mgmt	For	For	For
1.9	Elect Director David A. Rodriguez	Mgmt	For	For	For
1.10	Elect Director Frank M. Svoboda	Mgmt	For	For	For
1.11	Elect Director Mary E. Thigpen	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

HCA Healthcare, Inc.

Meeting Date: 04/25/2024Country: USATicker: HCA

Record Date: 02/26/2024Meeting Type: Annual

Primary Security ID: 40412C101

Shares Voted: 779

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas F. Frist, III	Mgmt	For	For	For
1b	Elect Director Samuel N. Hazen	Mgmt	For	For	For
1c	Elect Director Meg G. Crofton	Mgmt	For	For	For
1d	Elect Director Robert J. Dennis	Mgmt	For	For	For
1e	Elect Director Nancy-Ann DeParle	Mgmt	For	For	For
1f	Elect Director William R. Frist	Mgmt	For	For	For
1g	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1h	Elect Director Michael W. Michelson	Mgmt	For	For	For
1i	Elect Director Wayne J. Riley	Mgmt	For	For	For
1j	Elect Director Andrea B. Smith	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

HCA Healthcare, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Risks Regarding Patients' Right to Access Abortions in Emergencies	SH	Against	For	For
6	Report on Patient Feedback Regarding Quality Care	SH	Against	For	For
7	Report on Maternal Health Outcomes	SH	Against	For	For

Healthpeak Properties, Inc.

Meeting Date: 04/25/2024

Record Date: 03/05/2024

Primary Security ID: 42250P103

Country: USA

Meeting Type: Annual

Ticker: DOC

Shares Voted: 2,141

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott M. Brinker	Mgmt	For	For	For
1b	Elect Director Katherine M. Sandstrom	Mgmt	For	For	For
1c	Elect Director John T. Thomas	Mgmt	For	For	For
1d	Elect Director Brian G. Cartwright	Mgmt	For	For	For
1e	Elect Director James B. Connor	Mgmt	For	For	For
1f	Elect Director R. Kent Griffin, Jr.	Mgmt	For	For	For
1g	Elect Director Pamela J. Kessler	Mgmt	For	For	For
1h	Elect Director Sara G. Lewis	Mgmt	For	For	For
1i	Elect Director Ava E. Lias-Booker	Mgmt	For	For	For
1j	Elect Director Tommy G. Thompson	Mgmt	For	For	For
1k	Elect Director Richard A. Weiss	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Intuitive Surgical, Inc.

Meeting Date: 04/25/2024

Record Date: 02/29/2024

Primary Security ID: 46120E602

Country: USA

Meeting Type: Annual

Ticker: ISRG

Intuitive Surgical, Inc.

Shares Voted: 1,305

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig H. Barratt	Mgmt	For	For	For
1b	Elect Director Joseph C. Beery	Mgmt	For	For	For
1c	Elect Director Lewis Chew	Mgmt	For	For	For
1d	Elect Director Gary S. Guthart	Mgmt	For	For	For
1e	Elect Director Amal M. Johnson	Mgmt	For	For	For
1f	Elect Director Sreelakshmi Kolli	Mgmt	For	For	For
1g	Elect Director Amy L. Ladd	Mgmt	For	For	For
1h	Elect Director Keith R. Leonard, Jr.	Mgmt	For	For	For
1i	Elect Director Jami Dover Nachtsheim	Mgmt	For	For	For
1j	Elect Director Monica P. Reed	Mgmt	For	For	For
1k	Elect Director Mark J. Rubash	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Report on Gender/Racial Pay Gap	SH	Against	For	For

J.B. Hunt Transport Services, Inc.

Meeting Date: 04/25/2024Country: USATicker: JBHT

Record Date: 02/20/2024Meeting Type: Annual

Primary Security ID: 445658107

Shares Voted: 309

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Francesca M. Edwardson	Mgmt	For	For	For
1.2	Elect Director Sharilyn S. Gasaway	Mgmt	For	For	For
1.3	Elect Director Thad (John B., III) Hill	Mgmt	For	For	For
1.4	Elect Director Bryan Hunt	Mgmt	For	For	For
1.5	Elect Director Persio Lisboa	Mgmt	For	For	For
1.6	Elect Director Patrick Ottensmeyer	Mgmt	For	For	For
1.7	Elect Director John N. Roberts, III	Mgmt	For	For	For
1.8	Elect Director James L. Robo	Mgmt	For	For	For

J.B. Hunt Transport Services, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Shelley Simpson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Johnson & Johnson

Meeting Date: 04/25/2024	Country: USA	Ticker: JNJ
Record Date: 02/27/2024	Meeting Type: Annual	
Primary Security ID: 478160104		

Shares Voted: 9,431

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For	For
1b	Elect Director Mary C. Beckerle	Mgmt	For	For	For
1c	Elect Director D. Scott Davis	Mgmt	For	For	For
1d	Elect Director Jennifer A. Doudna	Mgmt	For	For	For
1e	Elect Director Joaquin Duato	Mgmt	For	For	For
1f	Elect Director Marillyn A. Hewson	Mgmt	For	For	For
1g	Elect Director Paula A. Johnson	Mgmt	For	For	For
1h	Elect Director Hubert Joly	Mgmt	For	For	For
1i	Elect Director Mark B. McClellan	Mgmt	For	For	For
1j	Elect Director Anne M. Mulcahy	Mgmt	For	For	For
1k	Elect Director Mark A. Weinberger	Mgmt	For	For	For
1l	Elect Director Nadja Y. West	Mgmt	For	For	For
1m	Elect Director Eugene A. Woods	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
5	Report on Impact of Extended Patent Exclusivities on Product Access	SH			

NRG Energy, Inc.

Meeting Date: 04/25/2024	Country: USA	Ticker: NRG
Record Date: 03/04/2024	Meeting Type: Annual	
Primary Security ID: 629377508		

NRG Energy, Inc.

Shares Voted: 883

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director E. Spencer Abraham	Mgmt	For	For	For
1b	Elect Director Antonio Carrillo	Mgmt	For	For	For
1c	Elect Director Matthew Carter, Jr.	Mgmt	For	For	For
1d	Elect Director Lawrence S. Coben	Mgmt	For	For	For
1e	Elect Director Heather Cox	Mgmt	For	Against	Against
1f	Elect Director Elisabeth B. Donohue	Mgmt	For	For	For
1g	Elect Director Marwan Fawaz	Mgmt	For	For	For
1h	Elect Director Kevin T. Howell	Mgmt	For	For	For
1i	Elect Director Paul W. Hobby	Mgmt	For	For	For
1j	Elect Director Alex Pourbaix	Mgmt	For	For	For
1k	Elect Director Alexandra Pruner	Mgmt	For	For	For
1l	Elect Director Anne C. Schaumburg	Mgmt	For	For	For
1m	Elect Director Marcie C. Zlotnik	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Pfizer Inc.

Meeting Date: 04/25/2024Country: USATicker: PFE

Record Date: 02/28/2024Meeting Type: Annual

Primary Security ID: 717081103

Shares Voted: 22,121

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	Mgmt	For	For	For
1.2	Elect Director Albert Bourla	Mgmt	For	For	For
1.3	Elect Director Susan Desmond-Hellmann	Mgmt	For	For	For
1.4	Elect Director Joseph J. Echevarria	Mgmt	For	For	For
1.5	Elect Director Scott Gottlieb	Mgmt	For	For	For
1.6	Elect Director Helen H. Hobbs	Mgmt	For	For	For
1.7	Elect Director Susan Hockfield	Mgmt	For	For	For
1.8	Elect Director Dan R. Littman	Mgmt	For	For	For
1.9	Elect Director Shantanu Narayen	Mgmt	For	For	For

Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1.11	Elect Director James Quincey	Mgmt	For	For	For
1.12	Elect Director James C. Smith	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
6	Report on Congruency of Political Spending with Company Stated Values and Priorities	SH	Against	For	For
7	Amend Director Resignation Processes *Withdrawn Resolution*	SH			
8	Report on Corporate Contributions	SH	Against	Against	Against

Saia, Inc.

Meeting Date: 04/25/2024

Record Date: 03/04/2024

Primary Security ID: 78709Y105

Country: USA

Meeting Type: Annual

Ticker: SAIA

Shares Voted: 104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Di-Ann Eisnor	Mgmt	For	For	For
1.2	Elect Director Donna E. Epps	Mgmt	For	For	For
1.3	Elect Director John P. Gainor, Jr.	Mgmt	For	For	For
1.4	Elect Director Kevin A. Henry	Mgmt	For	For	For
1.5	Elect Director Frederick J. Holzgrefe, III	Mgmt	For	For	For
1.6	Elect Director Donald R. James	Mgmt	For	For	For
1.7	Elect Director Randolph W. Melville	Mgmt	For	For	For
1.8	Elect Director Richard D. O'Dell	Mgmt	For	For	For
1.9	Elect Director Jeffrey C. Ward	Mgmt	For	For	For
1.10	Elect Director Susan F. Ward	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Snap-on Incorporated

Meeting Date: 04/25/2024

Country: USA

Ticker: SNA

Record Date: 02/26/2024

Meeting Type: Annual

Primary Security ID: 833034101

Shares Voted: 206

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David C. Adams	Mgmt	For	For	For
1.2	Elect Director Karen L. Daniel	Mgmt	For	For	For
1.3	Elect Director Ruth Ann M. Gillis	Mgmt	For	For	For
1.4	Elect Director James P. Holden	Mgmt	For	For	For
1.5	Elect Director Nathan J. Jones	Mgmt	For	For	For
1.6	Elect Director Henry W. Kneuppel	Mgmt	For	For	For
1.7	Elect Director W. Dudley Lehman	Mgmt	For	For	For
1.8	Elect Director Nicholas T. Pinchuk	Mgmt	For	For	For
1.9	Elect Director Gregg M. Sherrill	Mgmt	For	For	For
1.10	Elect Director Donald J. Stebbins	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Texas Instruments Incorporated

Meeting Date: 04/25/2024

Country: USA

Ticker: TXN

Record Date: 02/28/2024

Meeting Type: Annual

Primary Security ID: 882508104

Shares Voted: 3,554

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	For	For	For
1b	Elect Director Todd M. Bluedorn	Mgmt	For	For	For
1c	Elect Director Janet F. Clark	Mgmt	For	For	For
1d	Elect Director Carrie S. Cox	Mgmt	For	For	For
1e	Elect Director Martin S. Craighead	Mgmt	For	For	For
1f	Elect Director Reginald DesRoches	Mgmt	For	For	For
1g	Elect Director Curtis C. Farmer	Mgmt	For	For	For
1h	Elect Director Jean M. Hobby	Mgmt	For	For	For
1i	Elect Director Haviv Ilan	Mgmt	For	For	For
1j	Elect Director Ronald Kirk	Mgmt	For	For	For

Texas Instruments Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Pamela H. Patsley	Mgmt	For	For	For
1l	Elect Director Robert E. Sanchez	Mgmt	For	For	For
1m	Elect Director Richard K. Templeton	Mgmt	For	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
6	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	For	For

The AES Corporation

Meeting Date: 04/25/2024	Country: USA	Ticker: AES
Record Date: 03/08/2024	Meeting Type: Annual	
Primary Security ID: 00130H105		

Shares Voted: 2,618

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gerard M. Anderson	Mgmt	For	For	For
1.2	Elect Director Inderpal S. Bhandari	Mgmt	For	For	For
1.3	Elect Director Janet G. Davidson	Mgmt	For	For	For
1.4	Elect Director Andres R. Gluski	Mgmt	For	For	For
1.5	Elect Director Holly K. Koepfel	Mgmt	For	For	For
1.6	Elect Director Julia M. Laulis	Mgmt	For	For	For
1.7	Elect Director Alain Monie	Mgmt	For	For	For
1.8	Elect Director John B. Morse, Jr.	Mgmt	For	For	For
1.9	Elect Director Moises Naim	Mgmt	For	For	For
1.10	Elect Director Teresa M. Sebastian	Mgmt	For	Against	Against
1.11	Elect Director Maura Shaughnessy	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Abbott Laboratories

Meeting Date: 04/26/2024Country: USATicker: ABT

Record Date: 02/28/2024Meeting Type: Annual

Primary Security ID: 002824100

Shares Voted: 6,794

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	For	For
1.2	Elect Director Claire Babineaux-Fontenot	Mgmt	For	For	For
1.3	Elect Director Sally E. Blount	Mgmt	For	For	For
1.4	Elect Director Robert B. Ford	Mgmt	For	For	For
1.5	Elect Director Paola Gonzalez	Mgmt	For	For	For
1.6	Elect Director Michelle A. Kumbier	Mgmt	For	For	For
1.7	Elect Director Darren W. McDew	Mgmt	For	For	For
1.8	Elect Director Nancy McKinstry	Mgmt	For	For	For
1.9	Elect Director Michael G. O'Grady	Mgmt	For	For	For
1.10	Elect Director Michael F. Roman	Mgmt	For	For	For
1.11	Elect Director Daniel J. Starks	Mgmt	For	For	For
1.12	Elect Director John G. Stratton	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

CenterPoint Energy, Inc.

Meeting Date: 04/26/2024Country: USATicker: CNP

Record Date: 03/01/2024Meeting Type: Annual

Primary Security ID: 15189T107

Shares Voted: 2,470

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wendy Montoya Cloonan	Mgmt	For	For	For
1b	Elect Director Earl M. Cummings	Mgmt	For	For	For
1c	Elect Director Barbara J. Duganier	Mgmt	For	For	For
1d	Elect Director Christopher H. Franklin	Mgmt	For	For	For
1e	Elect Director Raquelle W. Lewis	Mgmt	For	For	For
1f	Elect Director Thaddeus J. Malik	Mgmt	For	For	For
1g	Elect Director Theodore F. Pound	Mgmt	For	For	For
1h	Elect Director Ricky A. Raven	Mgmt	For	For	For

CenterPoint Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Phillip R. Smith	Mgmt	For	For	For
1j	Elect Director Barry T. Smitherman	Mgmt	For	For	For
1k	Elect Director Jason P. Wells	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For

Corteva, Inc.

Meeting Date: 04/26/2024

Record Date: 03/01/2024

Primary Security ID: 22052L104

Country: USA

Meeting Type: Annual

Ticker: CTVA

Shares Voted: 2,758

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lamberto Andreotti	Mgmt	For	For	For
1b	Elect Director Klaus A. Engel	Mgmt	For	For	For
1c	Elect Director David C. Everitt	Mgmt	For	For	For
1d	Elect Director Janet P. Giesselman	Mgmt	For	For	For
1e	Elect Director Karen H. Grimes	Mgmt	For	For	For
1f	Elect Director Michael O. Johanns	Mgmt	For	For	For
1g	Elect Director Rebecca B. Liebert	Mgmt	For	For	For
1h	Elect Director Marcos M. Lutz	Mgmt	For	For	For
1i	Elect Director Charles V. Magro	Mgmt	For	For	For
1j	Elect Director Nayaki R. Nayyar	Mgmt	For	For	For
1k	Elect Director Gregory R. Page	Mgmt	For	For	For
1l	Elect Director Kerry J. Preete	Mgmt	For	For	For
1m	Elect Director Patrick J. Ward	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For	For

Dayforce, Inc.

Meeting Date: 04/26/2024

Record Date: 03/04/2024

Primary Security ID: 15677J108

Country: USA

Meeting Type: Annual

Ticker: DAY

Shares Voted: 584

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brent B. Bickett	Mgmt	For	For	For
1b	Elect Director Ronald F. Clarke	Mgmt	For	For	For
1c	Elect Director Deborah A. Farrington	Mgmt	For	For	For
1d	Elect Director Thomas M. Hagerty	Mgmt	For	For	For
1e	Elect Director Linda P. Mantia	Mgmt	For	For	For
1f	Elect Director David D. Ossip	Mgmt	For	For	For
1g	Elect Director Ganesh B. Rao	Mgmt	For	For	For
1h	Elect Director Andrea S. Rosen	Mgmt	For	For	For
1i	Elect Director Gerald C. Throop	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Diamondback Energy, Inc.

Meeting Date: 04/26/2024

Record Date: 03/22/2024

Primary Security ID: 25278X109

Country: USA

Meeting Type: Special

Ticker: FANG

Shares Voted: 683

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For	For
2	Increase Authorized Common Stock	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For

Graco Inc.

Meeting Date: 04/26/2024

Record Date: 02/26/2024

Primary Security ID: 384109104

Country: USA

Meeting Type: Annual

Ticker: GGG

Graco Inc.

Shares Voted: 660

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Heather L. Anfang	Mgmt	For	For	For
1b	Elect Director Archie C. Black	Mgmt	For	For	For
1c	Elect Director Brett C. Carter	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Kellanova

Meeting Date: 04/26/2024Country: USATicker: K

Record Date: 02/27/2024Meeting Type: Annual

Primary Security ID: 487836108

Shares Voted: 1,032

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carter Cast	Mgmt	For	For	For
1b	Elect Director Zack Gund	Mgmt	For	For	For
1c	Elect Director Donald Knauss	Mgmt	For	For	For
1d	Elect Director Mike Schlotman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
6	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
7	Report on Risks Associated with Pesticide Use in Supply Chain	SH	Against	For	For
8	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against

Leidos Holdings, Inc.

Meeting Date: 04/26/2024Country: USATicker: LDOS

Record Date: 03/06/2024Meeting Type: Annual

Primary Security ID: 525327102

Leidos Holdings, Inc.

Shares Voted: 507

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Bell	Mgmt	For	For	For
1b	Elect Director Gregory R. Dahlberg	Mgmt	For	For	For
1c	Elect Director David G. Fubini	Mgmt	For	For	For
1d	Elect Director Noel B. Geer	Mgmt	For	For	For
1e	Elect Director Robert C. Kovarik, Jr.	Mgmt	For	For	For
1f	Elect Director Harry M. J. Kraemer, Jr.	Mgmt	For	For	For
1g	Elect Director Gary S. May	Mgmt	For	For	For
1h	Elect Director Surya N. Mohapatra	Mgmt	For	For	For
1i	Elect Director Nancy A. Norton	Mgmt	For	For	For
1j	Elect Director Patrick M. Shanahan	Mgmt	For	For	For
1k	Elect Director Robert S. Shapard	Mgmt	For	For	For
1l	Elect Director Susan M. Stalnecker	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	SH	Against	For	For

Stanley Black & Decker, Inc.

Meeting Date: 04/26/2024Country: USATicker: SWK

Record Date: 02/26/2024Meeting Type: Annual

Primary Security ID: 854502101

Shares Voted: 599

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald Allan, Jr.	Mgmt	For	For	For
1b	Elect Director Andrea J. Ayers	Mgmt	For	For	For
1c	Elect Director Susan K. Carter	Mgmt	For	For	For
1d	Elect Director Debra A. Crew	Mgmt	For	For	For
1e	Elect Director Michael D. Hankin	Mgmt	For	For	For
1f	Elect Director Robert J. Manning	Mgmt	For	For	For
1g	Elect Director Adrian V. Mitchell	Mgmt	For	For	For
1h	Elect Director Jane M. Palmieri	Mgmt	For	For	For

Stanley Black & Decker, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Mojdeh Poul	Mgmt	For	For	For
1j	Elect Director Irving Tan *Withdrawn Resolution*	Mgmt			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Genuine Parts Company

Meeting Date: 04/29/2024

Record Date: 02/21/2024

Primary Security ID: 372460105

Country: USA

Meeting Type: Annual

Ticker: GPC

Shares Voted: 549

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elizabeth W. Camp	Mgmt	For	For	For
1.2	Elect Director Richard Cox, Jr.	Mgmt	For	For	For
1.3	Elect Director Paul D. Donahue	Mgmt	For	For	For
1.4	Elect Director Gary P. Fayard	Mgmt	For	For	For
1.5	Elect Director P. Russell Hardin	Mgmt	For	For	For
1.6	Elect Director John R. Holder	Mgmt	For	For	For
1.7	Elect Director Donna W. Hyland	Mgmt	For	For	For
1.8	Elect Director John D. Johns	Mgmt	For	For	For
1.9	Elect Director Jean-Jacques Lafont	Mgmt	For	For	For
1.10	Elect Director Robert C. "Robin" Loudermilk, Jr.	Mgmt	For	For	For
1.11	Elect Director Wendy B. Needham	Mgmt	For	For	For
1.12	Elect Director Juliette W. Pryor	Mgmt	For	For	For
1.13	Elect Director Darren Rebelez	Mgmt	For	For	For
1.14	Elect Director Charles K. Stevens, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Paycom Software, Inc.

Meeting Date: 04/29/2024

Record Date: 03/11/2024

Primary Security ID: 70432V102

Country: USA

Meeting Type: Annual

Ticker: PAYC

Shares Voted: 194

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Levenson	Mgmt	For	For	For
1.2	Elect Director Frederick C. Peters, II	Mgmt	For	For	For
1.3	Elect Director Felicia Williams	Mgmt	For	Against	Against
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Citigroup Inc.

Meeting Date: 04/30/2024

Record Date: 03/04/2024

Primary Security ID: 172967424

Country: USA

Meeting Type: Annual

Ticker: C

Shares Voted: 7,490

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ellen M. Costello	Mgmt	For	For	For
1b	Elect Director Grace E. Dailey	Mgmt	For	For	For
1c	Elect Director Barbara J. Desoer	Mgmt	For	For	For
1d	Elect Director John C. Dugan	Mgmt	For	For	For
1e	Elect Director Jane N. Fraser	Mgmt	For	For	For
1f	Elect Director Duncan P. Hennes	Mgmt	For	For	For
1g	Elect Director Peter B. Henry	Mgmt	For	For	For
1h	Elect Director S. Leslie Ireland	Mgmt	For	For	For
1i	Elect Director Renee J. James	Mgmt	For	For	For
1j	Elect Director Gary M. Reiner	Mgmt	For	For	For
1k	Elect Director Diana L. Taylor	Mgmt	For	For	For
1l	Elect Director James S. Turley	Mgmt	For	For	For
1m	Elect Director Casper W. von Koskull	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
5	Require Independent Board Chair	SH	Against	For	For

Citigroup Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Respecting Indigenous Peoples' Rights	SH	Against	For	For
7	Amend Director Election Resignation Bylaw *Withdrawn Resolution*	SH			
8	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against
9	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against
10	Disclose Board Oversight Regarding Material Risks Associated with Animal Welfare	SH	Against	Against	Against

Constellation Energy Corporation

Meeting Date: 04/30/2024Country: USATicker: CEG

Record Date: 03/06/2024Meeting Type: Annual

Primary Security ID: 21037T109

Shares Voted: 1,201

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bradley M. Halverson	Mgmt	For	For	For
1.2	Elect Director Charles L. Harrington	Mgmt	For	Withhold	Withhold
1.3	Elect Director Dhiaa M. Jamil	Mgmt	For	For	For
1.4	Elect Director Nneka Rimmer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Equity LifeStyle Properties, Inc.

Meeting Date: 04/30/2024Country: USATicker: ELS

Record Date: 02/16/2024Meeting Type: Annual

Primary Security ID: 29472R108

Shares Voted: 670

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andrew Berkenfield	Mgmt	For	For	For
1.2	Elect Director Derrick Burks	Mgmt	For	For	For
1.3	Elect Director Philip Calian	Mgmt	For	For	For
1.4	Elect Director David Contis	Mgmt	For	For	For

Equity LifeStyle Properties, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Constance Freedman	Mgmt	For	For	For
1.6	Elect Director Thomas Heneghan	Mgmt	For	For	For
1.7	Elect Director Marguerite Nader	Mgmt	For	For	For
1.8	Elect Director Radhika Papandreou	Mgmt	For	For	For
1.9	Elect Director Scott Peppet	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

Exelon Corporation

Meeting Date: 04/30/2024

Record Date: 03/01/2024

Primary Security ID: 30161N101

Country: USA

Meeting Type: Annual

Ticker: EXC

Shares Voted: 3,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Paul Bowers	Mgmt	For	For	For
1b	Elect Director Calvin G. Butler, Jr.	Mgmt	For	For	For
1c	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For
1d	Elect Director Linda P. Jojo	Mgmt	For	For	For
1e	Elect Director Charisse R. Lillie	Mgmt	For	For	For
1f	Elect Director Anna Richo	Mgmt	For	For	For
1g	Elect Director Matthew Rogers	Mgmt	For	For	For
1h	Elect Director Bryan Segedi	Mgmt	For	For	For
1i	Elect Director John Young	Mgmt	For	Against	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	For	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For

International Business Machines Corporation

Meeting Date: 04/30/2024

Record Date: 03/01/2024

Primary Security ID: 459200101

Country: USA

Meeting Type: Annual

Ticker: IBM

Shares Voted: 3,577

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne C. Brown	Mgmt	For	For	For
1b	Elect Director Thomas Buberl	Mgmt	For	For	For
1c	Elect Director David N. Farr	Mgmt	For	For	For
1d	Elect Director Alex Gorsky	Mgmt	For	For	For
1e	Elect Director Michelle J. Howard	Mgmt	For	For	For
1f	Elect Director Arvind Krishna	Mgmt	For	For	For
1g	Elect Director Andrew N. Liveris	Mgmt	For	For	For
1h	Elect Director Frederick William McNabb, III	Mgmt	For	For	For
1i	Elect Director Michael Miebach	Mgmt	For	For	For
1j	Elect Director Martha E. Pollack	Mgmt	For	For	For
1k	Elect Director Peter R. Voser	Mgmt	For	For	For
1l	Elect Director Frederick H. Waddell	Mgmt	For	For	For
1m	Elect Director Alfred W. Zollar	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For
5	Report on Risks Related to Operations in China	SH	Against	Against	Against
6	Provide Right to Act by Written Consent	SH	Against	For	For
7	Report on Climate Lobbying	SH	Against	For	For
8	Adopt Science-Based GHG Emissions Targets Including for Value Chain Emissions	SH	Against	For	For

PACCAR Inc

Meeting Date: 04/30/2024

Record Date: 03/05/2024

Primary Security ID: 693718108

Country: USA

Meeting Type: Annual

Ticker: PCAR

Shares Voted: 2,014

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark C. Pigott	Mgmt	For	For	For
1.2	Elect Director Dame Alison J. Carnwath	Mgmt	For	For	For
1.3	Elect Director Franklin L. Feder	Mgmt	For	For	For
1.4	Elect Director R. Preston Feight	Mgmt	For	For	For
1.5	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
1.6	Elect Director Barbara B. Hulit	Mgmt	For	For	For
1.7	Elect Director Roderick C. McGeary	Mgmt	For	For	For
1.8	Elect Director Cynthia A. Niekamp	Mgmt	For	For	For
1.9	Elect Director John M. Pigott	Mgmt	For	For	For
1.10	Elect Director Ganesh Ramaswamy	Mgmt	For	For	For
1.11	Elect Director Mark A. Schulz	Mgmt	For	Against	Against
1.12	Elect Director Gregory M. E. Spierkel	Mgmt	For	For	For
2	Amend Non-Employee Director Restricted Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
6	Report on Climate Lobbying	SH	Against	For	For

The Williams Companies, Inc.

Meeting Date: 04/30/2024Country: USATicker: WMB

Record Date: 03/07/2024Meeting Type: Annual

Primary Security ID: 969457100

Shares Voted: 4,758

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alan S. Armstrong	Mgmt	For	For	For
1.2	Elect Director Stephen W. Bergstrom	Mgmt	For	For	For
1.3	Elect Director Michael A. Creel	Mgmt	For	For	For
1.4	Elect Director Stacey H. Dore	Mgmt	For	For	For
1.5	Elect Director Carri A. Lockhart	Mgmt	For	For	For
1.6	Elect Director Richard E. Muncrief	Mgmt	For	For	For

The Williams Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Peter A. Ragauss	Mgmt	For	For	For
1.8	Elect Director Rose M. Robeson	Mgmt	For	For	For
1.9	Elect Director Scott D. Sheffield	Mgmt	For	For	For
1.10	Elect Director Murray D. Smith	Mgmt	For	For	For
1.11	Elect Director William H. Spence	Mgmt	For	For	For
1.12	Elect Director Jesse J. Tyson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
5	Publish Report Assessing Policy Options Related to Venting and Flaring - Withdrawn Resolution	SH			

VICI Properties Inc.

Meeting Date: 04/30/2024Country: USATicker: VICI

Record Date: 03/04/2024Meeting Type: Annual

Primary Security ID: 925652109

Shares Voted: 4,053

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James R. Abrahamson	Mgmt	For	For	For
1b	Elect Director Diana F. Cantor	Mgmt	For	For	For
1c	Elect Director Monica H. Douglas	Mgmt	For	For	For
1d	Elect Director Elizabeth I. Holland	Mgmt	For	For	For
1e	Elect Director Craig Macnab	Mgmt	For	For	For
1f	Elect Director Edward B. Pitoniak	Mgmt	For	For	For
1g	Elect Director Michael D. Rumbolz	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Wells Fargo & Company

Meeting Date: 04/30/2024

Record Date: 03/04/2024

Primary Security ID: 949746101

Country: USA

Meeting Type: Annual

Ticker: WFC

Shares Voted: 14,227

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven D. Black	Mgmt	For	For	For
1b	Elect Director Mark A. Chancy	Mgmt	For	For	For
1c	Elect Director Celeste A. Clark	Mgmt	For	For	For
1d	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For
1e	Elect Director Richard K. Davis	Mgmt	For	For	For
1f	Elect Director Fabian T. Garcia	Mgmt	For	For	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	For	For
1h	Elect Director CeCelia G. Morken	Mgmt	For	For	For
1i	Elect Director Maria R. Morris	Mgmt	For	For	For
1j	Elect Director Felicia F. Norwood	Mgmt	For	For	For
1k	Elect Director Ronald L. Sargent	Mgmt	For	For	For
1l	Elect Director Charles W. Scharf	Mgmt	For	For	For
1m	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Opt Out of Section 203 of the Delaware General Corporation Law	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement to Amend the Local Directors Provision	Mgmt	For	For	For
6	Report on Prevention of Workplace Harassment and Discrimination	SH	Against	For	For
7	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	For	For
8	Report on Respecting Indigenous Peoples' Rights	SH	Against	For	For
9	Issue Audited Report on Climate Transition Policies	SH	Against	Against	Against
10	Report on Climate Lobbying	SH	Against	For	For
11	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For
12	Report on Lobbying Payments and Policy	SH	Against	For	For

Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

Carlisle Companies Incorporated

Meeting Date: 05/01/2024	Country: USA	Ticker: CSL
Record Date: 03/06/2024	Meeting Type: Annual	
Primary Security ID: 142339100		

Shares Voted: 191

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James D. Frias	Mgmt	For	For	For
1b	Elect Director Maia A. Hansen	Mgmt	For	For	For
1c	Elect Director Corrine D. Ricard	Mgmt	For	For	For
2	Amend Charter	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Coterra Energy Inc.

Meeting Date: 05/01/2024	Country: USA	Ticker: CTRA
Record Date: 03/07/2024	Meeting Type: Annual	
Primary Security ID: 127097103		

Shares Voted: 2,920

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dorothy M. Ables	Mgmt	For	For	For
1.2	Elect Director Robert S. Boswell	Mgmt	For	For	For
1.3	Elect Director Amanda M. Brock	Mgmt	For	For	For
1.4	Elect Director Dan O. Dinges	Mgmt	For	For	For
1.5	Elect Director Paul N. Eckley	Mgmt	For	For	For
1.6	Elect Director Hans Helmerich	Mgmt	For	For	For
1.7	Elect Director Thomas E. Jorden	Mgmt	For	For	For

Coterra Energy Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Lisa A. Stewart	Mgmt	For	For	For
1.9	Elect Director Frances M. Vallejo	Mgmt	For	For	For
1.10	Elect Director Marcus A. Watts	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation and to Make Certain Non-substantive Updates	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Essential Utilities, Inc.

Meeting Date: 05/01/2024

Country: USA

Ticker: WTRG

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 29670G102

Shares Voted: 980

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elizabeth B. Amato	Mgmt	For	For	For
1.2	Elect Director Christopher L. Bruner	Mgmt	For	For	For
1.3	Elect Director David A. Ciesinski	Mgmt	For	For	For
1.4	Elect Director Christopher H. Franklin	Mgmt	For	For	For
1.5	Elect Director Daniel J. Hilferty	Mgmt	For	For	For
1.6	Elect Director Edwina Kelly	Mgmt	For	For	For
1.7	Elect Director W. Bryan Lewis	Mgmt	For	For	For
1.8	Elect Director Tamara L. Linde	Mgmt	For	For	For
1.9	Elect Director Roderick K. West	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Bylaws to Implement Universal Proxy Rules Governing Contested Elections of Directors	Mgmt	For	For	For

Eversource Energy

Meeting Date: 05/01/2024

Country: USA

Ticker: ES

Record Date: 03/05/2024

Meeting Type: Annual

Primary Security ID: 30040W108

Shares Voted: 1,369

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cotton M. Cleveland	Mgmt	For	For	For
1.2	Elect Director Linda Dorcena Forry	Mgmt	For	For	For
1.3	Elect Director Gregory M. Jones	Mgmt	For	For	For
1.4	Elect Director Loretta D. Keane	Mgmt	For	For	For
1.5	Elect Director John Y. Kim	Mgmt	For	For	For
1.6	Elect Director David H. Long	Mgmt	For	For	For
1.7	Elect Director Joseph R. Nolan, Jr.	Mgmt	For	For	For
1.8	Elect Director Daniel J. Nova	Mgmt	For	For	For
1.9	Elect Director Frederica M. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For

First Citizens BancShares, Inc.

Meeting Date: 05/01/2024Country: USATicker: FCNCA

Record Date: 03/04/2024Meeting Type: Annual

Primary Security ID: 31946M103

Shares Voted: 46

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ellen R. Alemany	Mgmt	For	For	For
1.2	Elect Director John M. Alexander, Jr.	Mgmt	For	For	For
1.3	Elect Director Victor E. Bell, III	Mgmt	For	Withhold	Withhold
1.4	Elect Director Peter M. Bristow	Mgmt	For	For	For
1.5	Elect Director Hope H. Bryant	Mgmt	For	For	For
1.6	Elect Director Michael A. Carpenter	Mgmt	For	For	For
1.7	Elect Director H. Lee Durham, Jr.	Mgmt	For	Withhold	Withhold
1.8	Elect Director Eugene Flood, Jr.	Mgmt	For	For	For
1.9	Elect Director Frank B. Holding, Jr.	Mgmt	For	For	For
1.10	Elect Director Robert R. Hoppe	Mgmt	For	For	For
1.11	Elect Director David G. Leitch	Mgmt	For	For	For
1.12	Elect Director Robert E. Mason, IV	Mgmt	For	Withhold	Withhold

First Citizens BancShares, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.13	Elect Director Robert T. Newcomb	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Overseeing Risks Related to Discrimination Including Religious/Political Views	SH	Against	Against	Against

General Dynamics Corporation

Meeting Date: 05/01/2024Country: USATicker: GD

Record Date: 03/06/2024Meeting Type: Annual

Primary Security ID: 369550108

Shares Voted: 939

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard D. Clarke	Mgmt	For	For	For
1b	Elect Director Rudy F. deLeon	Mgmt	For	For	For
1c	Elect Director Cecil D. Haney	Mgmt	For	For	For
1d	Elect Director Charles W. Hooper	Mgmt	For	For	For
1e	Elect Director Mark M. Malcolm	Mgmt	For	For	For
1f	Elect Director James N. Mattis	Mgmt	For	For	For
1g	Elect Director Phebe N. Novakovic	Mgmt	For	Against	Against
1h	Elect Director C. Howard Nye	Mgmt	For	For	For
1i	Elect Director Catherine B. Reynolds	Mgmt	For	For	For
1j	Elect Director Laura J. Schumacher	Mgmt	For	For	For
1k	Elect Director Robert K. Steel	Mgmt	For	For	For
1l	Elect Director John G. Stratton	Mgmt	For	For	For
1m	Elect Director Peter A. Wall	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Huntington Ingalls Industries, Inc.

Meeting Date: 05/01/2024Country: USATicker: HII

Record Date: 03/07/2024Meeting Type: Annual

Primary Security ID: 446413106

Huntington Ingalls Industries, Inc.

Shares Voted: 155

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Augustus L. Collins	Mgmt	For	For	For
1.2	Elect Director Leo P. Denault	Mgmt	For	For	For
1.3	Elect Director Kirkland H. Donald	Mgmt	For	For	For
1.4	Elect Director Craig S. Faller	Mgmt	For	For	For
1.5	Elect Director Victoria D. Harker	Mgmt	For	For	For
1.6	Elect Director Frank R. Jimenez	Mgmt	For	For	For
1.7	Elect Director Christopher D. Kastner	Mgmt	For	For	For
1.8	Elect Director Anastasia D. Kelly	Mgmt	For	For	For
1.9	Elect Director Tracy B. McKibben	Mgmt	For	For	For
1.10	Elect Director Stephanie L. O'Sullivan	Mgmt	For	For	For
1.11	Elect Director Thomas C. Schievelbein	Mgmt	For	For	For
1.12	Elect Director John K. Welch	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Publish Climate Transition Plan and Science-Based GHG Reduction Targets	SH	Against	For	For

International Flavors & Fragrances Inc.

Meeting Date: 05/01/2024Country: USATicker: IFF

Record Date: 03/06/2024Meeting Type: Annual

Primary Security ID: 459506101

Shares Voted: 1,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathryn J. Boor	Mgmt	For	For	For
1b	Elect Director Mark J. Costa	Mgmt	For	For	For
1c	Elect Director Carol Anthony (John) Davidson	Mgmt	For	For	For
1d	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1e	Elect Director John F. Ferraro	Mgmt	For	For	For
1f	Elect Director J. Erik Fyrwald	Mgmt	For	For	For
1g	Elect Director Christina Gold	Mgmt	For	For	For

International Flavors & Fragrances Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Gary Hu	Mgmt	For	For	For
1i	Elect Director Kevin O'Byrne	Mgmt	For	For	For
1j	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	For	For

MGM Resorts International

Meeting Date: 05/01/2024Country: USATicker: MGM

Record Date: 03/08/2024Meeting Type: Annual

Primary Security ID: 552953101

Shares Voted: 1,091

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barry Diller	Mgmt	For	For	For
1b	Elect Director Alexis M. Herman	Mgmt	For	For	For
1c	Elect Director William J. Hornbuckle	Mgmt	For	For	For
1d	Elect Director Mary Chris Jammet	Mgmt	For	For	For
1e	Elect Director Joey Levin	Mgmt	For	For	For
1f	Elect Director Rose McKinney-James	Mgmt	For	For	For
1g	Elect Director Keith A. Meister	Mgmt	For	For	For
1h	Elect Director Paul Salem	Mgmt	For	For	For
1i	Elect Director Jan G. Swartz	Mgmt	For	For	For
1j	Elect Director Daniel J. Taylor	Mgmt	For	For	For
1k	Elect Director Ben Winston	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
5	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

Molina Healthcare, Inc.

Meeting Date: 05/01/2024

Record Date: 03/08/2024

Primary Security ID: 60855R100

Country: USA

Meeting Type: Annual

Ticker: MOH

Shares Voted: 213

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barbara L. Brasier	Mgmt	For	For	For
1b	Elect Director Daniel Cooperman	Mgmt	For	For	For
1c	Elect Director Stephen H. Lockhart	Mgmt	For	For	For
1d	Elect Director Steven J. Orlando	Mgmt	For	For	For
1e	Elect Director Ronna E. Romney	Mgmt	For	For	For
1f	Elect Director Richard M. Schapiro	Mgmt	For	For	For
1g	Elect Director Dale B. Wolf	Mgmt	For	For	For
1h	Elect Director Richard C. Zoretic	Mgmt	For	For	For
1i	Elect Director Joseph M. Zubretsky	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	Against	Against	Against

PepsiCo, Inc.

Meeting Date: 05/01/2024

Record Date: 03/01/2024

Primary Security ID: 713448108

Country: USA

Meeting Type: Annual

Ticker: PEP

Shares Voted: 5,386

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Segun Agbaje	Mgmt	For	For	For
1b	Elect Director Jennifer Bailey	Mgmt	For	For	For
1c	Elect Director Cesar Conde	Mgmt	For	For	For
1d	Elect Director Ian Cook	Mgmt	For	For	For
1e	Elect Director Edith W. Cooper	Mgmt	For	For	For
1f	Elect Director Susan M. Diamond	Mgmt	For	For	For
1g	Elect Director Dina Dublon	Mgmt	For	For	For
1h	Elect Director Michelle Gass	Mgmt	For	For	For
1i	Elect Director Ramon L. Laguarta	Mgmt	For	For	For
1j	Elect Director Dave J. Lewis	Mgmt	For	For	For

PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director David C. Page	Mgmt	For	For	For
1l	Elect Director Robert C. Pohlad	Mgmt	For	For	For
1m	Elect Director Daniel Vasella	Mgmt	For	For	For
1n	Elect Director Darren Walker	Mgmt	For	For	For
1o	Elect Director Alberto Weisser	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
6	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
7	Amend Bylaws to Adopt a Director Election Resignation	SH	Against	Against	Against
8	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	For	For
9	Report on Risks Related to Biodiversity and Nature Loss	SH	Against	For	For
10	Report on Third-Party Racial Equity Audit	SH	Against	For	For
11	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against
12	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	For	For

Pool Corporation

Meeting Date: 05/01/2024

Record Date: 03/14/2024

Primary Security ID: 73278L105

Country: USA

Meeting Type: Annual

Ticker: POOL

Shares Voted: 148					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter D. Arvan	Mgmt	For	For	For
1b	Elect Director Martha "Marty" S. Gervasi	Mgmt	For	For	For
1c	Elect Director James "Jim" D. Hope	Mgmt	For	For	For
1d	Elect Director Debra S. Oler	Mgmt	For	For	For
1e	Elect Director Manuel J. Perez de la Mesa	Mgmt	For	For	For

Pool Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Carlos A. Sabater	Mgmt	For	For	For
1g	Elect Director John E. Stokely	Mgmt	For	For	For
1h	Elect Director David G. Whalen	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Regency Centers Corporation

Meeting Date: 05/01/2024Country: USATicker: REG

Record Date: 03/08/2024Meeting Type: Annual

Primary Security ID: 758849103

Shares Voted: 654

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin E. Stein, Jr.	Mgmt	For	For	For
1b	Elect Director Bryce Blair	Mgmt	For	For	For
1c	Elect Director C. Ronald Blankenship	Mgmt	For	For	For
1d	Elect Director Kristin A. Campbell	Mgmt	For	For	For
1e	Elect Director Deirdre J. Evens	Mgmt	For	For	For
1f	Elect Director Thomas W. Furphy	Mgmt	For	For	For
1g	Elect Director Karin M. Klein	Mgmt	For	For	For
1h	Elect Director Peter D. Linneman	Mgmt	For	For	For
1i	Elect Director David P. O'Connor	Mgmt	For	For	For
1j	Elect Director Lisa Palmer	Mgmt	For	For	For
1k	Elect Director James H. Simmons, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

S&P Global Inc.

Meeting Date: 05/01/2024Country: USATicker: SPGI

Record Date: 03/11/2024Meeting Type: Annual

Primary Security ID: 78409V104

Shares Voted: 1,241

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marco Alvera	Mgmt	For	For	For
1.2	Elect Director Jacques Esculier	Mgmt	For	For	For
1.3	Elect Director Gay Huey Evans	Mgmt	For	For	For
1.4	Elect Director William D. Green	Mgmt	For	For	For
1.5	Elect Director Stephanie C. Hill	Mgmt	For	For	For
1.6	Elect Director Rebecca Jacoby	Mgmt	For	For	For
1.7	Elect Director Robert P. Kelly	Mgmt	For	For	For
1.8	Elect Director Ian P. Livingston	Mgmt	For	For	For
1.9	Elect Director Maria R. Morris	Mgmt	For	For	For
1.10	Elect Director Douglas L. Peterson	Mgmt	For	For	For
1.11	Elect Director Richard E. Thornburgh	Mgmt	For	For	For
1.12	Elect Director Gregory Washington	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Deferred Compensation Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

The Coca-Cola Company

Meeting Date: 05/01/2024Country: USATicker: KO

Record Date: 03/04/2024Meeting Type: Annual

Primary Security ID: 191216100

Shares Voted: 15,362

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Herb Allen	Mgmt	For	For	For
1.2	Elect Director Marc Bolland	Mgmt	For	For	For
1.3	Elect Director Ana Botin	Mgmt	For	For	For
1.4	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.5	Elect Director Barry Diller	Mgmt	For	For	For
1.6	Elect Director Carolyn Everson	Mgmt	For	For	For
1.7	Elect Director Helene D. Gayle	Mgmt	For	For	For
1.8	Elect Director Thomas S. Gayner	Mgmt	For	Against	Against
1.9	Elect Director Alexis M. Herman	Mgmt	For	For	For
1.10	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For

The Coca-Cola Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Amity Millhiser	Mgmt	For	For	For
1.12	Elect Director James Quincey	Mgmt	For	For	For
1.13	Elect Director Caroline J. Tsay	Mgmt	For	For	For
1.14	Elect Director David B. Weinberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against
7	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	For	For
8	Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	SH	Against	For	For

Vistra Corp.

Meeting Date: 05/01/2024	Country: USA	Ticker: VST
Record Date: 03/22/2024	Meeting Type: Annual	
Primary Security ID: 92840M102		

Shares Voted: 1,325

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott B. Helm	Mgmt	For	For	For
1.2	Elect Director Hilary E. Ackermann	Mgmt	For	Against	Against
1.3	Elect Director Arcilia C. Acosta	Mgmt	For	For	For
1.4	Elect Director Gavin R. Baiera	Mgmt	For	For	For
1.5	Elect Director Paul M. Barbas	Mgmt	For	For	For
1.6	Elect Director James A. Burke	Mgmt	For	For	For
1.7	Elect Director Lisa Crutchfield	Mgmt	For	For	For
1.8	Elect Director Julie A. Lagacy	Mgmt	For	For	For
1.9	Elect Director John W. (Bill) Pitesa	Mgmt	For	For	For
1.10	Elect Director John R. (J.R.) Sult	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Vistra Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Boston Scientific Corporation

Meeting Date: 05/02/2024

Country: USA

Ticker: BSX

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 101137107

Shares Voted: 5,734

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
1b	Elect Director Yoshiaki Fujimori	Mgmt	For	For	For
1c	Elect Director Edward J. Ludwig	Mgmt	For	For	For
1d	Elect Director Michael F. Mahoney	Mgmt	For	For	For
1e	Elect Director Jessica L. Mega	Mgmt	For	For	For
1f	Elect Director Susan E. Morano	Mgmt	For	For	For
1g	Elect Director John E. Sununu	Mgmt	For	For	For
1h	Elect Director David S. Wichmann	Mgmt	For	For	For
1i	Elect Director Ellen M. Zane	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Advance Notice Provisions	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Cadence Design Systems, Inc.

Meeting Date: 05/02/2024

Country: USA

Ticker: CDNS

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 127387108

Shares Voted: 1,064

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark W. Adams	Mgmt	For	For	For
1.2	Elect Director Ita Brennan	Mgmt	For	For	For
1.3	Elect Director Lewis Chew	Mgmt	For	For	For
1.4	Elect Director Anirudh Devgan	Mgmt	For	For	For

Cadence Design Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director ML Krakauer	Mgmt	For	For	For
1.6	Elect Director Julia Liuson	Mgmt	For	For	For
1.7	Elect Director James D. Plummer	Mgmt	For	For	For
1.8	Elect Director Alberto Sangiovanni-Vincentelli	Mgmt	For	For	For
1.9	Elect Director Young K. Sohn	Mgmt	For	For	For
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
4	Amend Charter to Add Restrictions on Shareholder Action by Written Consent	Mgmt	For	Against	Against
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
7	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against

Capital One Financial Corporation

Meeting Date: 05/02/2024	Country: USA	Ticker: COF
Record Date: 03/06/2024	Meeting Type: Annual	
Primary Security ID: 14040H105		

Shares Voted: 1,440

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard D. Fairbank	Mgmt	For	For	For
1b	Elect Director Ime Archibong	Mgmt	For	For	For
1c	Elect Director Christine Detrick	Mgmt	For	For	For
1d	Elect Director Ann Fritz Hackett	Mgmt	For	For	For
1e	Elect Director Suni P. Harford	Mgmt	For	For	For
1f	Elect Director Peter Thomas Killalea	Mgmt	For	For	For
1g	Elect Director Cornelis Petrus Adrianus Joseph ("Eli") Leenaars	Mgmt	For	For	For
1h	Elect Director Francois Locoh-Donou	Mgmt	For	For	For
1i	Elect Director Peter E. Raskind	Mgmt	For	For	For
1j	Elect Director Eileen Serra	Mgmt	For	For	For
1k	Elect Director Mayo A. Shattuck, III	Mgmt	For	For	For
1l	Elect Director Craig Anthony Williams	Mgmt	For	For	For

Capital One Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Adopt GHG Emissions Reduction Targets Associated with Lending and Investment Activities	SH	Against	For	For
6	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
7	Adopt Director Election Resignation Bylaw	SH	Against	Against	Against

Church & Dwight Co., Inc.

Meeting Date: 05/02/2024

Country: USA

Ticker: CHD

Record Date: 03/06/2024

Meeting Type: Annual

Primary Security ID: 171340102

Shares Voted: 965

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bradlen S. Cashaw	Mgmt	For	For	For
1b	Elect Director Matthew T. Farrell	Mgmt	For	For	For
1c	Elect Director Bradley C. Irwin	Mgmt	For	For	For
1d	Elect Director Penry W. Price	Mgmt	For	For	For
1e	Elect Director Susan G. Saideman	Mgmt	For	For	For
1f	Elect Director Ravichandra K. Saligram	Mgmt	For	For	For
1g	Elect Director Robert K. Shearer	Mgmt	For	For	For
1h	Elect Director Janet S. Vergis	Mgmt	For	For	For
1i	Elect Director Arthur B. Winkleblack	Mgmt	For	For	For
1j	Elect Director Laurie J. Yoler	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
5	Report on Political Contributions and Expenditures	SH	Against	For	For

Corning Incorporated

Meeting Date: 05/02/2024

Country: USA

Ticker: GLW

Record Date: 03/05/2024

Meeting Type: Annual

Primary Security ID: 219350105

Shares Voted: 3,028

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leslie A. Brun	Mgmt	For	For	For
1b	Elect Director Stephanie A. Burns	Mgmt	For	For	For
1c	Elect Director Pamela J. Craig	Mgmt	For	For	For
1d	Elect Director Robert F. Cummings, Jr.	Mgmt	For	For	For
1e	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1f	Elect Director Thomas D. French	Mgmt	For	For	For
1g	Elect Director Deborah A. Henretta	Mgmt	For	For	For
1h	Elect Director Daniel P. Huttenlocher	Mgmt	For	For	For
1i	Elect Director Kurt M. Landgraf	Mgmt	For	For	For
1j	Elect Director Kevin J. Martin	Mgmt	For	For	For
1k	Elect Director Deborah D. Rieman	Mgmt	For	For	For
1l	Elect Director Hansel E. Tookes, II	Mgmt	For	For	For
1m	Elect Director Wendell P. Weeks	Mgmt	For	For	For
1n	Elect Director Mark S. Wrighton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Crown Holdings, Inc.

Meeting Date: 05/02/2024

Country: USA

Ticker: CCK

Record Date: 03/12/2024

Meeting Type: Annual

Primary Security ID: 228368106

Shares Voted: 472

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Timothy J. Donahue	Mgmt	For	For	For
1.2	Elect Director Richard H. Fearon	Mgmt	For	For	For
1.3	Elect Director Andrea J. Funk	Mgmt	For	For	For
1.4	Elect Director Stephen J. Hagge	Mgmt	For	For	For
1.5	Elect Director James H. Miller	Mgmt	For	For	For
1.6	Elect Director B. Craig Owens	Mgmt	For	For	For

Crown Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Angela M. Snyder	Mgmt	For	For	For
1.8	Elect Director Caesar F. Sweitzer	Mgmt	For	For	For
1.9	Elect Director Marsha C. Williams	Mgmt	For	For	For
1.10	Elect Director Dwayne A. Wilson	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Establish Range For Board Size	Mgmt	For	For	For
5	Report on Political Contributions and Expenditures	SH	Against	For	For

DTE Energy Company

Meeting Date: 05/02/2024

Country: USA

Ticker: DTE

Record Date: 03/05/2024

Meeting Type: Annual

Primary Security ID: 233331107

Shares Voted: 807

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicholas K. Akins	Mgmt	For	For	For
1.2	Elect Director David A. Brandon	Mgmt	For	For	For
1.3	Elect Director Deborah L. Byers	Mgmt	For	For	For
1.4	Elect Director Charles G. McClure, Jr.	Mgmt	For	For	For
1.5	Elect Director Gail J. McGovern	Mgmt	For	For	For
1.6	Elect Director Mark A. Murray	Mgmt	For	For	For
1.7	Elect Director Gerardo Norcia	Mgmt	For	For	For
1.8	Elect Director Robert C. Skaggs, Jr.	Mgmt	For	For	For
1.9	Elect Director David A. Thomas	Mgmt	For	For	For
1.10	Elect Director Gary H. Torgow	Mgmt	For	For	For
1.11	Elect Director James H. Vandenberghe	Mgmt	For	For	For
1.12	Elect Director Valerie M. Williams	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Climate Transition Plan Inclusive of Downstream Gas Utility Emissions	SH	Against	For	For

Eastman Chemical Company

Meeting Date: 05/02/2024Country: USATicker: EMN

Record Date: 03/12/2024Meeting Type: Annual

Primary Security ID: 277432100

Shares Voted: 463

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Humberto P. Alfonso	Mgmt	For	For	For
1.2	Elect Director Brett D. Begemann	Mgmt	For	For	For
1.3	Elect Director Eric L. Butler	Mgmt	For	For	For
1.4	Elect Director Mark J. Costa	Mgmt	For	For	For
1.5	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1.6	Elect Director Julie F. Holder	Mgmt	For	For	For
1.7	Elect Director Renee J. Hornbaker	Mgmt	For	For	For
1.8	Elect Director Kim Ann Mink	Mgmt	For	For	For
1.9	Elect Director James J. O'Brien	Mgmt	For	For	For
1.10	Elect Director David W. Raisbeck	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Ecolab Inc.

Meeting Date: 05/02/2024Country: USATicker: ECL

Record Date: 03/05/2024Meeting Type: Annual

Primary Security ID: 278865100

Shares Voted: 973

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Judson B. Althoff	Mgmt	For	For	For
1b	Elect Director Shari L. Ballard	Mgmt	For	For	For
1c	Elect Director Christophe Beck	Mgmt	For	For	For
1d	Elect Director Eric M. Green	Mgmt	For	For	For
1e	Elect Director Arthur J. Higgins	Mgmt	For	For	For
1f	Elect Director Michael Larson	Mgmt	For	For	For
1g	Elect Director David W. MacLennan	Mgmt	For	For	For
1h	Elect Director Tracy B. McKibben	Mgmt	For	For	For
1i	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1j	Elect Director Victoria J. Reich	Mgmt	For	For	For

Ecolab Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
1l	Elect Director John J. Zillmer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For

Equifax Inc.

Meeting Date: 05/02/2024

Record Date: 03/01/2024

Primary Security ID: 294429105

Country: USA

Meeting Type: Annual

Ticker: EFX

Shares Voted: 482

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark W. Begor	Mgmt	For	For	For
1b	Elect Director Mark L. Feidler	Mgmt	For	For	For
1c	Elect Director Karen L. Fichuk	Mgmt	For	For	For
1d	Elect Director G. Thomas Hough	Mgmt	For	For	For
1e	Elect Director Robert D. Marcus	Mgmt	For	For	For
1f	Elect Director Scott A. McGregor	Mgmt	For	For	For
1g	Elect Director John A. McKinley	Mgmt	For	For	For
1h	Elect Director Melissa D. Smith	Mgmt	For	For	For
1i	Elect Director Audrey Boone Tillman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Kimberly-Clark Corporation

Meeting Date: 05/02/2024

Record Date: 03/04/2024

Primary Security ID: 494368103

Country: USA

Meeting Type: Annual

Ticker: KMB

Shares Voted: 1,321

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sylvia M. Burwell	Mgmt	For	For	For
1.2	Elect Director John W. Culver	Mgmt	For	For	For

Kimberly-Clark Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Michael D. Hsu	Mgmt	For	For	For
1.4	Elect Director Mae C. Jemison	Mgmt	For	For	For
1.5	Elect Director Deeptha Khanna	Mgmt	For	For	For
1.6	Elect Director S. Todd Maclin	Mgmt	For	For	For
1.7	Elect Director Deirdre A. Mahlan	Mgmt	For	For	For
1.8	Elect Director Sherilyn S. McCoy	Mgmt	For	For	For
1.9	Elect Director Christa S. Quarles	Mgmt	For	For	For
1.10	Elect Director Jaime A. Ramirez	Mgmt	For	For	For
1.11	Elect Director Dunia A. Shive	Mgmt	For	For	For
1.12	Elect Director Mark T. Smucker	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

Lockheed Martin Corporation

Meeting Date: 05/02/2024Country: USATicker: LMT

Record Date: 02/26/2024Meeting Type: Annual

Primary Security ID: 539830109

Shares Voted: 862					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David B. Burritt	Mgmt	For	Against	Against
1.2	Elect Director Bruce A. Carlson	Mgmt	For	Against	Against
1.3	Elect Director John M. Donovan	Mgmt	For	For	For
1.4	Elect Director Joseph F. Dunford, Jr.	Mgmt	For	Against	Against
1.5	Elect Director Thomas J. Falk	Mgmt	For	For	For
1.6	Elect Director Ilene S. Gordon	Mgmt	For	For	For
1.7	Elect Director Vicki A. Hollub	Mgmt	For	Against	Against
1.8	Elect Director Jeh C. Johnson	Mgmt	For	Against	Against
1.9	Elect Director Debra L. Reed-Klages	Mgmt	For	Against	Against
1.10	Elect Director James D. Taiclet	Mgmt	For	For	For
1.11	Elect Director Patricia E. Yarrington	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Lockheed Martin Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Alignment of Political Activities with Company's Human Rights Policy	SH	Against	For	For
5	Report on Reducing Full Value Chain GHG Emissions Aligned with Paris Agreement Goal	SH	Against	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
7	Adopt Director Election Resignation Bylaw - Withdrawn Resolution	SH			

Occidental Petroleum Corporation

Meeting Date: 05/02/2024Country: USATicker: OXY

Record Date: 03/08/2024Meeting Type: Annual

Primary Security ID: 674599105

Shares Voted: 2,601

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicky A. Bailey	Mgmt	For	For	For
1b	Elect Director Andrew F. Gould	Mgmt	For	Against	Against
1c	Elect Director Carlos M. Gutierrez	Mgmt	For	For	For
1d	Elect Director Vicki Hollub	Mgmt	For	For	For
1e	Elect Director William R. Klesse	Mgmt	For	For	For
1f	Elect Director Jack B. Moore	Mgmt	For	For	For
1g	Elect Director Claire O'Neill	Mgmt	For	For	For
1h	Elect Director Avedick B. Poladian	Mgmt	For	For	For
1i	Elect Director Kenneth B. Robinson	Mgmt	For	For	For
1j	Elect Director Robert M. Shearer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For

Ovintiv Inc.

Meeting Date: 05/02/2024Country: USATicker: OVV

Record Date: 03/05/2024Meeting Type: Annual

Primary Security ID: 69047Q102

Shares Voted: 994

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter A. Dea	Mgmt	For	For	For
1b	Elect Director Sippy Chhina	Mgmt	For	For	For
1c	Elect Director Meg A. Gentle	Mgmt	For	For	For
1d	Elect Director Ralph Izzo	Mgmt	For	For	For
1e	Elect Director Howard J. Mayson	Mgmt	For	For	For
1f	Elect Director Brendan M. McCracken	Mgmt	For	For	For
1g	Elect Director Steven W. Nance	Mgmt	For	For	For
1h	Elect Director Suzanne P. Nimocks	Mgmt	For	For	For
1i	Elect Director George L. Pita	Mgmt	For	For	For
1j	Elect Director Thomas G. Ricks	Mgmt	For	For	For
1k	Elect Director Brian G. Shaw	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

RTX Corporation

Meeting Date: 05/02/2024Country: USATicker: RTX

Record Date: 03/05/2024Meeting Type: Annual

Primary Security ID: 75513E101

Shares Voted: 5,633

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tracy A. Atkinson	Mgmt	For	For	For
1b	Elect Director Christopher T. Calio	Mgmt	For	For	For
1c	Elect Director Leanne G. Caret	Mgmt	For	For	For
1d	Elect Director Bernard A. Harris, Jr.	Mgmt	For	For	For
1e	Elect Director Gregory J. Hayes	Mgmt	For	Against	Against
1f	Elect Director George R. Oliver	Mgmt	For	For	For
1g	Elect Director Robert K. (Kelly) Ortberg	Mgmt	For	For	For
1h	Elect Director Ellen M. Pawlikowski	Mgmt	For	For	For
1i	Elect Director Denise L. Ramos	Mgmt	For	For	For
1j	Elect Director Fredric G. Reynolds	Mgmt	For	For	For
1k	Elect Director Brian C. Rogers	Mgmt	For	For	For

RTX Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director James A. Winnefeld, Jr.	Mgmt	For	For	For
1m	Elect Director Robert O. Work	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Report on Lobbying Payments and Policy	SH	Against	For	For
6	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	For	For
7	Report on Human Rights Impact Assessment	SH	Against	For	For

The Kraft Heinz Company

Meeting Date: 05/02/2024

Record Date: 03/04/2024

Primary Security ID: 500754106

Country: USA

Meeting Type: Annual

Ticker: KHC

Shares Voted: 3,133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carlos Abrams-Rivera	Mgmt	For	For	For
1b	Elect Director Humberto P. Alfonso	Mgmt	For	For	For
1c	Elect Director John T. Cahill	Mgmt	For	For	For
1d	Elect Director Lori Dickerson Fouche	Mgmt	For	For	For
1e	Elect Director Diane Gherson	Mgmt	For	For	For
1f	Elect Director Timothy Kenesey	Mgmt	For	For	For
1g	Elect Director Alicia Knapp	Mgmt	For	For	For
1h	Elect Director Elio Leoni Sceti	Mgmt	For	For	For
1i	Elect Director James Park	Mgmt	For	For	For
1j	Elect Director Miguel Patricio	Mgmt	For	For	For
1k	Elect Director John C. Pope	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Recyclability Claims	SH	Against	For	For
5	Phase out Purchasing of Pork from Suppliers Using Gestation Stalls	SH	Against	For	For

The Kraft Heinz Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Risks Arising From Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against

TransUnion

Meeting Date: 05/02/2024	Country: USA	Ticker: TRU
Record Date: 03/07/2024	Meeting Type: Annual	
Primary Security ID: 89400J107		

Shares Voted: 730

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George M. Awad	Mgmt	For	For	For
1b	Elect Director William P. (Billy) Bosworth	Mgmt	For	For	For
1c	Elect Director Christopher A. Cartwright	Mgmt	For	For	For
1d	Elect Director Suzanne P. Clark	Mgmt	For	For	For
1e	Elect Director Hamidou Dia	Mgmt	For	For	For
1f	Elect Director Russell P. Fradin	Mgmt	For	For	For
1g	Elect Director Charles E. Gottdiener	Mgmt	For	For	For
1h	Elect Director Pamela A. Joseph	Mgmt	For	For	For
1i	Elect Director Thomas L. Monahan, III	Mgmt	For	For	For
1j	Elect Director Ravi Kumar Singiseti	Mgmt	For	For	For
1k	Elect Director Linda K. Zukauckas	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

United Parcel Service, Inc.

Meeting Date: 05/02/2024	Country: USA	Ticker: UPS
Record Date: 03/05/2024	Meeting Type: Annual	
Primary Security ID: 911312106		

United Parcel Service, Inc.

Shares Voted: 2,833

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol Tome	Mgmt	For	For	For
1b	Elect Director Rodney Adkins	Mgmt	For	For	For
1c	Elect Director Eva Boratto	Mgmt	For	For	For
1d	Elect Director Michael Burns	Mgmt	For	For	For
1e	Elect Director Wayne Hewett	Mgmt	For	For	For
1f	Elect Director Angela Hwang	Mgmt	For	For	For
1g	Elect Director Kate Johnson	Mgmt	For	Against	Against
1h	Elect Director William Johnson	Mgmt	For	Against	Against
1i	Elect Director Franck Moison	Mgmt	For	Against	Against
1j	Elect Director Christiana Smith Shi	Mgmt	For	For	For
1k	Elect Director Russell Stokes	Mgmt	For	Against	Against
1l	Elect Director Kevin Warsh	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
5	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For

Wynn Resorts, Limited

Meeting Date: 05/02/2024Country: USATicker: WYNN

Record Date: 03/05/2024Meeting Type: Annual

Primary Security ID: 983134107

Shares Voted: 377

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Betsy S. Atkins	Mgmt	For	For	For
1.2	Elect Director Paul Liu	Mgmt	For	For	For
1.3	Elect Director Darnell O. Strom	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

AbbVie Inc.

Meeting Date: 05/03/2024

Country: USA

Ticker: ABBV

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 00287Y109

Shares Voted: 6,917

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Roxanne S. Austin	Mgmt	For	For	For
1b	Elect Director Richard A. Gonzalez	Mgmt	For	For	For
1c	Elect Director Susan E. Quaggin	Mgmt	For	For	For
1d	Elect Director Rebecca B. Roberts	Mgmt	For	For	For
1e	Elect Director Glenn F. Tilton	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For
7	Report on Lobbying Payments and Policy	SH	Against	For	For
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For	For

CMS Energy Corporation

Meeting Date: 05/03/2024

Country: USA

Ticker: CMS

Record Date: 03/05/2024

Meeting Type: Annual

Primary Security ID: 125896100

Shares Voted: 1,141

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jon E. Barfield	Mgmt	For	For	For
1b	Elect Director Deborah H. Butler	Mgmt	For	For	For
1c	Elect Director Kurt L. Darrow	Mgmt	For	For	For
1d	Elect Director Ralph Izzo	Mgmt	For	For	For
1e	Elect Director Garrick J. Rochow	Mgmt	For	For	For
1f	Elect Director John G. Russell	Mgmt	For	For	For
1g	Elect Director Suzanne F. Shank	Mgmt	For	For	For
1h	Elect Director Myrna M. Soto	Mgmt	For	For	For

CMS Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director John G. Sznawajs	Mgmt	For	For	For
1j	Elect Director Ronald J. Tanski	Mgmt	For	For	For
1k	Elect Director Laura H. Wright	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For

CNH Industrial NV

Meeting Date: 05/03/2024

Country: Netherlands

Ticker: CNHI

Record Date: 04/05/2024

Meeting Type: Annual

Primary Security ID: N20944109

Shares Voted: 3,792

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.a	Reelect Suzanne Heywood as Executive Director	Mgmt	For	Against	Against
1.b	Reelect Scott W. Wine as Executive Director	Mgmt	For	For	For
1.c	Elect Elizabeth Bastoni as Non-Executive Director	Mgmt	For	For	For
1.d	Reelect Howard W. Buffett as Non-Executive Director	Mgmt	For	For	For
1.e	Elect Richard J. Kramer as Non-Executive Director	Mgmt	For	For	For
1.f	Reelect Karen Linehan as Non-Executive Director	Mgmt	For	For	For
1.g	Reelect Alessandro Nasi as Non-Executive Director	Mgmt	For	Against	Against
1.h	Reelect Vagn Sorensen as Non-Executive Director	Mgmt	For	Against	Against
1.i	Reelect Asa Tamsons as Non-Executive Director	Mgmt	For	For	For
2.a	Approve Remuneration Policy	Mgmt	For	Against	Against
2.b	Approve Plan to Grant Rights to Subscribe for Common Shares to Non-Executive Directors under Equity Incentive Plans	Mgmt	For	For	For
3.a	Adopt Financial Statements	Mgmt	For	For	For
3.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			

CNH Industrial NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.c	Approve Dividends	Mgmt	For	For	For
3.d	Approve Discharge of Directors	Mgmt	For	For	For
4	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
6.c	Authorize Repurchase of Up to 10 Percent of Issued Capital	Mgmt	For	For	For

Dover Corporation

Meeting Date: 05/03/2024	Country: USA	Ticker: DOV
Record Date: 03/08/2024	Meeting Type: Annual	
Primary Security ID: 260003108		

Shares Voted: 547

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Deborah L. DeHaas	Mgmt	For	For	For
1b	Elect Director H. John Gilbertson, Jr.	Mgmt	For	For	For
1c	Elect Director Kristiane C. Graham	Mgmt	For	For	For
1d	Elect Director Marc A. Howze	Mgmt	For	For	For
1e	Elect Director Michael F. Johnston	Mgmt	For	For	For
1f	Elect Director Michael Manley	Mgmt	For	For	For
1g	Elect Director Danita K. Ostling	Mgmt	For	For	For
1h	Elect Director Eric A. Spiegel	Mgmt	For	For	For
1i	Elect Director Richard J. Tobin	Mgmt	For	For	For
1j	Elect Director Keith E. Wandell	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

Entergy Corporation

Meeting Date: 05/03/2024	Country: USA	Ticker: ETR
Record Date: 03/07/2024	Meeting Type: Annual	
Primary Security ID: 29364G103		

Entergy Corporation

Shares Voted: 826

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gina F. Adams	Mgmt	For	For	For
1b	Elect Director John H. Black	Mgmt	For	For	For
1c	Elect Director John R. Burbank	Mgmt	For	For	For
1d	Elect Director Kirkland H. Donald	Mgmt	For	For	For
1e	Elect Director Brian W. Ellis	Mgmt	For	For	For
1f	Elect Director Philip L. Frederickson	Mgmt	For	For	For
1g	Elect Director M. Elise Hyland	Mgmt	For	For	For
1h	Elect Director Stuart L. Levenick	Mgmt	For	For	For
1i	Elect Director Blanche L. Lincoln	Mgmt	For	For	For
1j	Elect Director Andrew S. Marsh	Mgmt	For	For	For
1k	Elect Director Karen A. Puckett	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Illinois Tool Works Inc.

Meeting Date: 05/03/2024Country: USATicker: ITW

Record Date: 03/04/2024Meeting Type: Annual

Primary Security ID: 452308109

Shares Voted: 1,175

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	Mgmt	For	For	For
1b	Elect Director Susan Crown	Mgmt	For	For	For
1c	Elect Director Darrell L. Ford	Mgmt	For	For	For
1d	Elect Director Kelly J. Grier	Mgmt	For	For	For
1e	Elect Director James W. Griffith	Mgmt	For	For	For
1f	Elect Director Jay L. Henderson	Mgmt	For	For	For
1g	Elect Director Jaime Irick	Mgmt	For	For	For
1h	Elect Director Richard H. Lenny	Mgmt	For	For	For
1i	Elect Director Christopher A. O'Herlihy	Mgmt	For	For	For
1j	Elect Director E. Scott Santi	Mgmt	For	For	For
1k	Elect Director David B. Smith, Jr.	Mgmt	For	For	For

Illinois Tool Works Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Pamela B. Strobel	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For

Lattice Semiconductor Corporation

Meeting Date: 05/03/2024Country: USATicker: LSCC

Record Date: 03/08/2024Meeting Type: Annual

Primary Security ID: 518415104

Shares Voted: 539

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James R. Anderson	Mgmt	For	For	For
1.2	Elect Director Robin A. Abrams	Mgmt	For	For	For
1.3	Elect Director Douglas Bettinger	Mgmt	For	For	For
1.4	Elect Director Que Thanh Dallara	Mgmt	For	For	For
1.5	Elect Director John Forsyth	Mgmt	For	For	For
1.6	Elect Director Mark E. Jensen	Mgmt	For	For	For
1.7	Elect Director James P. Lederer	Mgmt	For	For	For
1.8	Elect Director D. Jeffrey Richardson	Mgmt	For	For	For
1.9	Elect Director Elizabeth Schwarting	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Teleflex Incorporated

Meeting Date: 05/03/2024Country: USATicker: TFX

Record Date: 03/08/2024Meeting Type: Annual

Primary Security ID: 879369106

Shares Voted: 176

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Candace H. Duncan	Mgmt	For	For	For

Teleflex Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Gretchen R. Haggerty	Mgmt	For	For	For
1c	Elect Director Liam J. Kelly	Mgmt	For	For	For
1d	Elect Director Stephen K. Klasko	Mgmt	For	For	For
1e	Elect Director Stuart A. Randle	Mgmt	For	For	For
1f	Elect Director Jaewon Ryu	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Berkshire Hathaway Inc.

Meeting Date: 05/04/2024

Country: USA

Ticker: BRK.B

Record Date: 03/06/2024

Meeting Type: Annual

Primary Security ID: 084670702

Shares Voted: 7,102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warren E. Buffett	Mgmt	For	Withhold	Withhold
1.2	Elect Director Gregory E. Abel	Mgmt	For	For	For
1.3	Elect Director Howard G. Buffett	Mgmt	For	For	For
1.4	Elect Director Susan A. Buffett	Mgmt	For	For	For
1.5	Elect Director Stephen B. Burke	Mgmt	For	Withhold	Withhold
1.6	Elect Director Kenneth I. Chenault	Mgmt	For	Withhold	Withhold
1.7	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.8	Elect Director Susan L. Decker	Mgmt	For	Withhold	Withhold
1.9	Elect Director Charlotte Guyman	Mgmt	For	Withhold	Withhold
1.10	Elect Director Ajit Jain	Mgmt	For	For	For
1.11	Elect Director Thomas S. Murphy, Jr.	Mgmt	For	Withhold	Withhold
1.12	Elect Director Ronald L. Olson	Mgmt	For	For	For
1.13	Elect Director Wallace R. Weitz	Mgmt	For	For	For
1.14	Elect Director Meryl B. Witmer	Mgmt	For	For	For
2	Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing	SH	Against	For	For
3	Disclose BHE's Emissions and Progress Towards Goal in Consolidated Report	SH	Against	For	For

Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
5	Establish a Railroad Safety Committee	SH	Against	Against	Against
6	Report on Effect of Energy Policy Research Foundation Findings to Company's Financial Statements	SH	Against	Against	Against
7	Report on Risks Related to Operations in China	SH	Against	Against	Against

Cincinnati Financial Corporation

Meeting Date: 05/04/2024	Country: USA	Ticker: CINF
Record Date: 03/06/2024	Meeting Type: Annual	
Primary Security ID: 172062101		

Shares Voted: 607

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas J. Aaron	Mgmt	For	For	For
1.2	Elect Director Nancy C. Benacci	Mgmt	For	For	For
1.3	Elect Director Linda W. Clement-Holmes	Mgmt	For	For	For
1.4	Elect Director Dirk J. Debbink	Mgmt	For	For	For
1.5	Elect Director Steven J. Johnston	Mgmt	For	For	For
1.6	Elect Director Jill P. Meyer	Mgmt	For	For	For
1.7	Elect Director David P. Osborn	Mgmt	For	For	For
1.8	Elect Director Gretchen W. Schar	Mgmt	For	For	For
1.9	Elect Director Charles O. Schiff	Mgmt	For	For	For
1.10	Elect Director Douglas S. Skidmore	Mgmt	For	For	For
1.11	Elect Director Stephen M. Spray	Mgmt	For	For	For
1.12	Elect Director John F. Steele, Jr.	Mgmt	For	For	For
1.13	Elect Director Larry R. Webb	Mgmt	For	For	For
1.14	Elect Director Cheng-sheng Peter Wu	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Aflac Incorporated

Meeting Date: 05/06/2024

Country: USA

Ticker: AFL

Record Date: 02/27/2024

Meeting Type: Annual

Primary Security ID: 001055102

Shares Voted: 2,086

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel P. Amos	Mgmt	For	For	For
1b	Elect Director W. Paul Bowers	Mgmt	For	For	For
1c	Elect Director Arthur R. Collins	Mgmt	For	For	For
1d	Elect Director Miwako Hosoda	Mgmt	For	For	For
1e	Elect Director Thomas J. Kenny	Mgmt	For	For	For
1f	Elect Director Georgette D. Kiser	Mgmt	For	For	For
1g	Elect Director Karole F. Lloyd	Mgmt	For	For	For
1h	Elect Director Nobuchika Mori	Mgmt	For	For	For
1i	Elect Director Joseph L. Moskowitz	Mgmt	For	For	For
1j	Elect Director Katherine T. Rohrer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

American Express Company

Meeting Date: 05/06/2024

Country: USA

Ticker: AXP

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 025816109

Shares Voted: 2,270

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas J. Baltimore	Mgmt	For	For	For
1b	Elect Director John J. Brennan	Mgmt	For	For	For
1c	Elect Director Walter J. Clayton, III	Mgmt	For	For	For
1d	Elect Director Theodore J. Leonsis	Mgmt	For	For	For
1e	Elect Director Deborah P. Majoras	Mgmt	For	For	For
1f	Elect Director Karen L. Parkhill	Mgmt	For	For	For
1g	Elect Director Charles E. Phillips	Mgmt	For	For	For
1h	Elect Director Lynn A. Pike	Mgmt	For	For	For
1i	Elect Director Stephen J. Squeri	Mgmt	For	For	For
1j	Elect Director Daniel L. Vasella	Mgmt	For	For	For

American Express Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Lisa W. Wardell	Mgmt	For	For	For
1l	Elect Director Christopher D. Young	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For
6	Report on Climate Lobbying	SH	Against	For	For
7	Report on Company's Policy on Merchant Category Codes	SH	Against	Against	Against

Eli Lilly and Company

Meeting Date: 05/06/2024	Country: USA	Ticker: LLY
Record Date: 02/28/2024	Meeting Type: Annual	
Primary Security ID: 532457108		

Shares Voted: 3,310

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Katherine Baicker	Mgmt	For	For	For
1b	Elect Director J. Erik Fyrwald	Mgmt	For	For	For
1c	Elect Director Jamere Jackson	Mgmt	For	For	For
1d	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Report on Lobbying Payments and Policy	SH	Against	For	For
7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For	For
9	Adopt a Comprehensive Human Rights Policy	SH	Against	For	For

IDEXX Laboratories, Inc.

Meeting Date: 05/06/2024

Record Date: 03/08/2024

Primary Security ID: 45168D104

Country: USA

Meeting Type: Annual

Ticker: IDXX

Shares Voted: 323

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Irene Chang Britt	Mgmt	For	For	For
1b	Elect Director Bruce L. Claflin	Mgmt	For	For	For
1c	Elect Director Asha S. Collins	Mgmt	For	For	For
1d	Elect Director Sam Samad	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For

Moderna, Inc.

Meeting Date: 05/06/2024

Record Date: 03/07/2024

Primary Security ID: 60770K107

Country: USA

Meeting Type: Annual

Ticker: MRNA

Shares Voted: 1,258

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert Langer	Mgmt	For	Against	Against
1b	Elect Director Elizabeth Nabel	Mgmt	For	For	For
1c	Elect Director Elizabeth Tallett	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Provide Right to Call Special Meeting	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

PulteGroup, Inc.

Meeting Date: 05/06/2024

Record Date: 03/15/2024

Primary Security ID: 745867101

Country: USA

Meeting Type: Annual

Ticker: PHM

Shares Voted: 843

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kristen Actis-Grande	Mgmt	For	For	For
1b	Elect Director Brian P. Anderson	Mgmt	For	For	For
1c	Elect Director Bryce Blair	Mgmt	For	For	For
1d	Elect Director Thomas J. Folliard	Mgmt	For	For	For
1e	Elect Director Cheryl W. Grise	Mgmt	For	For	For
1f	Elect Director Andre J. Hawaux	Mgmt	For	For	For
1g	Elect Director J. Phillip Holloman	Mgmt	For	For	For
1h	Elect Director Ryan R. Marshall	Mgmt	For	For	For
1i	Elect Director John R. Peshkin	Mgmt	For	For	For
1j	Elect Director Scott F. Powers	Mgmt	For	For	For
1k	Elect Director Lila Snyder	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirements	Mgmt	For	For	For

The Hershey Company

Meeting Date: 05/06/2024Country: USATicker: HSY

Record Date: 03/08/2024Meeting Type: Annual

Primary Security ID: 427866108

Shares Voted: 587

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michele G. Buck	Mgmt	For	For	For
1.2	Elect Director Victor L. Crawford	Mgmt	For	For	For
1.3	Elect Director Robert M. Dutkowsky	Mgmt	For	Withhold	Withhold
1.4	Elect Director Mary Kay Haben	Mgmt	For	For	For
1.5	Elect Director M. Diane Koken	Mgmt	For	Withhold	Withhold
1.6	Elect Director Huong Maria T. Kraus	Mgmt	For	For	For
1.7	Elect Director Robert M. Malcolm	Mgmt	For	Withhold	Withhold
1.8	Elect Director Kevin M. Ozan	Mgmt	For	For	For
1.9	Elect Director Anthony J. Palmer	Mgmt	For	Withhold	Withhold
1.10	Elect Director Juan R. Perez	Mgmt	For	Withhold	Withhold

The Hershey Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Cordel Robbin-Coker	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Commission Third Party Supply Chain Assessment on Achieving a Living Income for Cocoa Farmers	SH	Against	For	For
5	Report on Support for a Circular Economy for Packaging	SH	Against	For	For

Uber Technologies, Inc.

Meeting Date: 05/06/2024Country: USATicker: UBER

Record Date: 03/13/2024Meeting Type: Annual

Primary Security ID: 90353T100

Shares Voted: 7,772

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald Sugar	Mgmt	For	For	For
1b	Elect Director Revathi Advaiti	Mgmt	For	For	For
1c	Elect Director Turqi Alnowaiser	Mgmt	For	For	For
1d	Elect Director Ursula Burns	Mgmt	For	For	For
1e	Elect Director Robert Eckert	Mgmt	For	For	For
1f	Elect Director Amanda Ginsberg	Mgmt	For	For	For
1g	Elect Director Dara Khosrowshahi	Mgmt	For	For	For
1h	Elect Director Wan Ling Martello	Mgmt	For	For	For
1i	Elect Director John Thain	Mgmt	For	For	For
1j	Elect Director David I. Trujillo	Mgmt	For	Against	Against
1k	Elect Director Alexander Wynaendts	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
5	Commission a Third-Party Audit on Driver Health and Safety	SH	Against	For	For

Albemarle Corporation

Meeting Date: 05/07/2024

Country: USA

Ticker: ALB

Record Date: 03/12/2024

Meeting Type: Annual

Primary Security ID: 012653101

Shares Voted: 459

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director M. Lauren Brías	Mgmt	For	For	For
1b	Elect Director Ralf H. Cramer	Mgmt	For	For	For
1c	Elect Director J. Kent Masters, Jr.	Mgmt	For	For	For
1d	Elect Director Glenda J. Minor	Mgmt	For	For	For
1e	Elect Director James J. O'Brien	Mgmt	For	For	For
1f	Elect Director Diarmuid B. O'Connell	Mgmt	For	For	For
1g	Elect Director Dean L. Seavers	Mgmt	For	For	For
1h	Elect Director Gerald A. Steiner	Mgmt	For	For	For
1i	Elect Director Holly A. Van Deursen	Mgmt	For	For	For
1j	Elect Director Alejandro D. Wolff	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Increase Authorized Common Stock	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

AMETEK, Inc.

Meeting Date: 05/07/2024

Country: USA

Ticker: AME

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 031100100

Shares Voted: 902

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tod E. Carpenter	Mgmt	For	For	For
1b	Elect Director Karleen M. Oberton	Mgmt	For	For	For
1c	Elect Director Suzanne L. Stefany	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Arthur J. Gallagher & Co.

Meeting Date: 05/07/2024

Record Date: 03/18/2024

Primary Security ID: 363576109

Country: USA

Meeting Type: Annual

Ticker: AJG

Shares Voted: 841

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sherry Barrat	Mgmt	For	For	For
1b	Elect Director Deborah Caplan	Mgmt	For	For	For
1c	Elect Director Teresa Clarke	Mgmt	For	For	For
1d	Elect Director John Coldman	Mgmt	For	For	For
1e	Elect Director Pat Gallagher	Mgmt	For	For	For
1f	Elect Director David Johnson	Mgmt	For	For	For
1g	Elect Director Chris Miskel	Mgmt	For	For	For
1h	Elect Director Ralph Nicoletti	Mgmt	For	For	For
1i	Elect Director Norman Rosenthal	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Baxter International Inc.

Meeting Date: 05/07/2024

Record Date: 03/14/2024

Primary Security ID: 071813109

Country: USA

Meeting Type: Annual

Ticker: BAX

Shares Voted: 1,986

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose (Joe) E. Almeida	Mgmt	For	For	For
1b	Elect Director William A. Ampofo, II	Mgmt	For	For	For
1c	Elect Director Patricia B. Morrison	Mgmt	For	For	For
1d	Elect Director Stephen N. Oesterle	Mgmt	For	For	For
1e	Elect Director Stephen H. Rusckowski	Mgmt	For	For	For
1f	Elect Director Nancy M. Schlichting	Mgmt	For	For	For
1g	Elect Director Brent Shafer	Mgmt	For	For	For
1h	Elect Director Cathy R. Smith	Mgmt	For	For	For
1i	Elect Director Amy A. Wendell	Mgmt	For	For	For
1j	Elect Director David S. Wilkes	Mgmt	For	For	For
1k	Elect Director Peter M. Wilver	Mgmt	For	For	For

Baxter International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
6	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For

Bristol-Myers Squibb Company

Meeting Date: 05/07/2024

Record Date: 03/14/2024

Primary Security ID: 110122108

Country: USA

Meeting Type: Annual

Ticker: BMY

Shares Voted: 7,971

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	Mgmt	For	For	For
1B	Elect Director Deepak L. Bhatt	Mgmt	For	For	For
1C	Elect Director Christopher S. Boerner	Mgmt	For	For	For
1D	Elect Director Julia A. Haller	Mgmt	For	For	For
1E	Elect Director Manuel Hidalgo Medina	Mgmt	For	For	For
1F	Elect Director Paula A. Price	Mgmt	For	For	For
1G	Elect Director Derica W. Rice	Mgmt	For	For	For
1H	Elect Director Theodore R. Samuels	Mgmt	For	For	For
1I	Elect Director Karen H. Vousden	Mgmt	For	For	For
1J	Elect Director Phyllis R. Yale	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
6	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For

Danaher Corporation

Meeting Date: 05/07/2024

Record Date: 03/08/2024

Primary Security ID: 235851102

Country: USA

Meeting Type: Annual

Ticker: DHR

Shares Voted: 2,646

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	For	For	For
1b	Elect Director Feroz Dewan	Mgmt	For	For	For
1c	Elect Director Linda Filler	Mgmt	For	For	For
1d	Elect Director Teri List	Mgmt	For	Against	Against
1e	Elect Director Jessica L. Mega	Mgmt	For	For	For
1f	Elect Director Mitchell P. Rales	Mgmt	For	For	For
1g	Elect Director Steven M. Rales	Mgmt	For	For	For
1h	Elect Director Pardis C. Sabeti	Mgmt	For	For	For
1i	Elect Director A. Shane Sanders	Mgmt	For	Against	Against
1j	Elect Director John T. Schwieters	Mgmt	For	Against	Against
1k	Elect Director Alan G. Spoon	Mgmt	For	For	For
1l	Elect Director Raymond C. Stevens	Mgmt	For	Against	Against
1m	Elect Director Elias A. Zerhouni	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For

Dominion Energy, Inc.

Meeting Date: 05/07/2024

Record Date: 03/01/2024

Primary Security ID: 25746U109

Country: USA

Meeting Type: Annual

Ticker: D

Shares Voted: 3,278

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director James A. Bennett	Mgmt	For	For	For
1B	Elect Director Robert M. Blue	Mgmt	For	For	For
1C	Elect Director Paul M. Dabbar	Mgmt	For	For	For
1D	Elect Director D. Maybank Hagood	Mgmt	For	For	For

Dominion Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1E	Elect Director Mark J. Kington	Mgmt	For	For	For
1F	Elect Director Kristin G. Lovejoy	Mgmt	For	For	For
1G	Elect Director Joseph M. Rigby	Mgmt	For	For	For
1H	Elect Director Pamela J. Royal	Mgmt	For	For	For
1I	Elect Director Robert H. Spilman, Jr.	Mgmt	For	For	For
1J	Elect Director Susan N. Story	Mgmt	For	Against	Against
1K	Elect Director Vanessa Allen Sutherland	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
6	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Against	Against	Against

Edwards Lifesciences Corporation

Meeting Date: 05/07/2024

Record Date: 03/08/2024

Primary Security ID: 28176E108

Country: USA

Meeting Type: Annual

Ticker: EW

Shares Voted: 2,357

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Leslie C. Davis	Mgmt	For	For	For
1.2	Elect Director Kieran T. Gallahue	Mgmt	For	For	For
1.3	Elect Director Leslie S. Heisz	Mgmt	For	For	For
1.4	Elect Director Paul A. LaViolette	Mgmt	For	For	For
1.5	Elect Director Steven R. Loranger	Mgmt	For	For	For
1.6	Elect Director Ramona Sequeira	Mgmt	For	For	For
1.7	Elect Director Nicholas J. Valeriani	Mgmt	For	For	For
1.8	Elect Director Bernard J. Zovighian	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Evergy, Inc.

Meeting Date: 05/07/2024

Record Date: 03/04/2024

Primary Security ID: 30034W106

Country: USA

Meeting Type: Annual

Ticker: EVRG

Shares Voted: 864

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David A. Campbell	Mgmt	For	For	For
1b	Elect Director B. Anthony Isaac	Mgmt	For	For	For
1c	Elect Director Paul M. Keglevic	Mgmt	For	For	For
1d	Elect Director Mary L. Landrieu	Mgmt	For	For	For
1e	Elect Director Sandra A.J. Lawrence	Mgmt	For	For	For
1f	Elect Director Ann D. Murtlow	Mgmt	For	For	For
1g	Elect Director Sandra J. Price	Mgmt	For	For	For
1h	Elect Director James Scarola	Mgmt	For	For	For
1i	Elect Director Neal A. Sharma	Mgmt	For	For	For
1j	Elect Director C. John Wilder	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Expeditors International of Washington, Inc.

Meeting Date: 05/07/2024

Record Date: 03/12/2024

Primary Security ID: 302130109

Country: USA

Meeting Type: Annual

Ticker: EXPD

Shares Voted: 566

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn M. Alger	Mgmt	For	For	For
1.2	Elect Director Robert "Bob" P. Carlile	Mgmt	For	For	For
1.3	Elect Director James "Jim" M. DuBois	Mgmt	For	For	For
1.4	Elect Director Mark A. Emmert	Mgmt	For	For	For
1.5	Elect Director Diane H. Gulyas	Mgmt	For	For	For
1.6	Elect Director Jeffrey S. Musser	Mgmt	For	For	For
1.7	Elect Director Brandon S. Pedersen	Mgmt	For	For	For
1.8	Elect Director Liane J. Pelletier	Mgmt	For	For	For
1.9	Elect Director Olivia D. Polius	Mgmt	For	For	For

Expeditors International of Washington, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
6	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For

General Electric Company

Meeting Date: 05/07/2024

Country: USA

Ticker: GE

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 369604301

Shares Voted: 4,106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen Angel	Mgmt	For	For	For
1b	Elect Director Sebastien Bazin	Mgmt	For	For	For
1c	Elect Director Margaret Billson	Mgmt	For	For	For
1d	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For	For
1e	Elect Director Thomas Enders	Mgmt	For	For	For
1f	Elect Director Edward Garden	Mgmt	For	For	For
1g	Elect Director Isabella Goren	Mgmt	For	For	For
1h	Elect Director Thomas W. Horton	Mgmt	For	For	For
1i	Elect Director Catherine Lesjak	Mgmt	For	For	For
1j	Elect Director Darren McDew	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For
5	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against

Hubbell Incorporated

Meeting Date: 05/07/2024

Country: USA

Ticker: HUBB

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 443510607

Hubbell Incorporated

Shares Voted: 193

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gerben W. Bakker	Mgmt	For	For	For
1.2	Elect Director Carlos M. Cardoso	Mgmt	For	For	For
1.3	Elect Director Debra L. Dial	Mgmt	For	For	For
1.4	Elect Director Anthony J. Guzzi	Mgmt	For	For	For
1.5	Elect Director Rhett A. Hernandez	Mgmt	For	For	For
1.6	Elect Director Neal J. Keating	Mgmt	For	For	For
1.7	Elect Director Bonnie C. Lind	Mgmt	For	For	For
1.8	Elect Director John F. Malloy	Mgmt	For	For	For
1.9	Elect Director Jennifer M. Pollino	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

IDEX Corporation

Meeting Date: 05/07/2024Country: USATicker: IEX

Record Date: 03/12/2024Meeting Type: Annual

Primary Security ID: 45167R104

Shares Voted: 285

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Buthman	Mgmt	For	For	For
1b	Elect Director Lakecia N. Gunter	Mgmt	For	For	For
1c	Elect Director L. Paris Watts-Stanfield	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	SH	Against	For	For

Intel Corporation

Meeting Date: 05/07/2024Country: USATicker: INTC

Record Date: 03/11/2024Meeting Type: Annual

Primary Security ID: 458140100

Intel Corporation

Shares Voted: 16,517

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick P. Gelsinger	Mgmt	For	For	For
1b	Elect Director James J. Goetz	Mgmt	For	For	For
1c	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
1d	Elect Director Alyssa H. Henry	Mgmt	For	For	For
1e	Elect Director Omar Ishrak	Mgmt	For	For	For
1f	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For	For
1g	Elect Director Tsu-Jae King Liu	Mgmt	For	For	For
1h	Elect Director Barbara G. Novick	Mgmt	For	For	For
1i	Elect Director Gregory D. Smith	Mgmt	For	For	For
1j	Elect Director Stacy J. Smith	Mgmt	For	For	For
1k	Elect Director Lip-Bu Tan	Mgmt	For	For	For
1l	Elect Director Dion J. Weisler	Mgmt	For	For	For
1m	Elect Director Frank D. Yeary	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Establish Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against
5	Report on Opposing State Abortion Regulation	SH	Against	Against	Against
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Kimco Realty Corporation

Meeting Date: 05/07/2024Country: USATicker: KIM

Record Date: 03/12/2024Meeting Type: Annual

Primary Security ID: 49446R109

Shares Voted: 2,428

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Milton Cooper	Mgmt	For	For	For
1b	Elect Director Philip E. Coviello	Mgmt	For	For	For
1c	Elect Director Conor C. Flynn	Mgmt	For	For	For
1d	Elect Director Frank Lourenso	Mgmt	For	For	For
1e	Elect Director Henry Moniz	Mgmt	For	For	For

Kimco Realty Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Mary Hogan Preusse	Mgmt	For	For	For
1g	Elect Director Valerie Richardson	Mgmt	For	For	For
1h	Elect Director Richard B. Saltzman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Increase Authorized Common Stock	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

LKQ Corporation

Meeting Date: 05/07/2024Country: USATicker: LKQ

Record Date: 03/11/2024Meeting Type: Annual

Primary Security ID: 501889208

Shares Voted: 1,045

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick Berard	Mgmt	For	For	For
1b	Elect Director Meg A. Divitto	Mgmt	For	For	For
1c	Elect Director Justin L. Jude	Mgmt	For	For	For
1d	Elect Director Blythe J. McGarvie	Mgmt	For	For	For
1e	Elect Director John W. Mendel	Mgmt	For	For	For
1f	Elect Director Jody G. Miller	Mgmt	For	For	For
1g	Elect Director Guhan Subramanian	Mgmt	For	For	For
1h	Elect Director Xavier Urbain	Mgmt	For	For	For
1i	Elect Director Dominick Zarcone	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For

NVR, Inc.

Meeting Date: 05/07/2024Country: USATicker: NVR

Record Date: 03/05/2024Meeting Type: Annual

Primary Security ID: 62944T105

Shares Voted: 12

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul C. Saville	Mgmt	For	For	For
1b	Elect Director C. E. Andrews	Mgmt	For	For	For
1c	Elect Director Sallie B. Bailey	Mgmt	For	For	For
1d	Elect Director Thomas D. Eckert	Mgmt	For	For	For
1e	Elect Director Alfred E. Festa	Mgmt	For	For	For
1f	Elect Director Alexandra A. Jung	Mgmt	For	For	For
1g	Elect Director Mel Martinez	Mgmt	For	For	For
1h	Elect Director David A. Preiser	Mgmt	For	For	For
1i	Elect Director W. Grady Rosier	Mgmt	For	For	For
1j	Elect Director Susan Williamson Ross	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	SH	Against	For	For
5	Report on Political Contributions	SH	Against	For	For

Omnicom Group Inc.

Meeting Date: 05/07/2024Country: USATicker: OMC
Record Date: 03/18/2024Meeting Type: Annual
Primary Security ID: 681919106

Shares Voted: 748

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John D. Wren	Mgmt	For	For	For
1.2	Elect Director Mary C. Choksi	Mgmt	For	For	For
1.3	Elect Director Leonard S. Coleman, Jr.	Mgmt	For	For	For
1.4	Elect Director Mark D. Gerstein	Mgmt	For	For	For
1.5	Elect Director Ronnie S. Hawkins	Mgmt	For	For	For
1.6	Elect Director Deborah J. Kissire	Mgmt	For	For	For
1.7	Elect Director Gracia C. Martore	Mgmt	For	For	For
1.8	Elect Director Patricia Salas Pineda	Mgmt	For	For	For
1.9	Elect Director Linda Johnson Rice	Mgmt	For	For	For
1.10	Elect Director Cassandra Santos	Mgmt	For	For	For

Omnicom Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Valerie M. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Pentair plc

Meeting Date: 05/07/2024

Record Date: 03/08/2024

Primary Security ID: G7S00T104

Country: Ireland

Meeting Type: Annual

Ticker: PNR

Shares Voted: 647

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mona Abutaleb Stephenson	Mgmt	For	For	For
1b	Elect Director Melissa Barra	Mgmt	For	For	For
1c	Elect Director Tracey C. Doi	Mgmt	For	For	For
1d	Elect Director T. Michael Glenn	Mgmt	For	For	For
1e	Elect Director Theodore L. Harris	Mgmt	For	For	For
1f	Elect Director David A. Jones	Mgmt	For	For	For
1g	Elect Director Gregory E. Knight	Mgmt	For	For	For
1h	Elect Director Michael T. Speetzen	Mgmt	For	For	For
1i	Elect Director John L. Stauch	Mgmt	For	For	For
1j	Elect Director Billie I. Williamson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
5	Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law	Mgmt	For	For	For
6	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Public Storage

Meeting Date: 05/07/2024

Record Date: 03/05/2024

Primary Security ID: 74460D109

Country: USA

Meeting Type: Annual

Ticker: PSA

Public Storage

Shares Voted: 620

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald L. Havner, Jr.	Mgmt	For	For	For
1b	Elect Director Tamara Hughes Gustavson	Mgmt	For	For	For
1c	Elect Director Shankh S. Mitra	Mgmt	For	For	For
1d	Elect Director Rebecca Owen	Mgmt	For	For	For
1e	Elect Director Kristy M. Pipes	Mgmt	For	For	For
1f	Elect Director Avedick B. Poladian	Mgmt	For	For	For
1g	Elect Director John Reyes	Mgmt	For	For	For
1h	Elect Director Joseph D. Russell, Jr.	Mgmt	For	For	For
1i	Elect Director Tariq M. Shaukat	Mgmt	For	For	For
1j	Elect Director Ronald P. Spogli	Mgmt	For	For	For
1k	Elect Director Paul S. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Service Corporation International

Meeting Date: 05/07/2024Country: USATicker: SCI

Record Date: 03/11/2024Meeting Type: Annual

Primary Security ID: 817565104

Shares Voted: 570

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alan R. Buckwalter	Mgmt	For	For	For
1b	Elect Director Anthony L. Coelho	Mgmt	For	For	For
1c	Elect Director Jakki L. Haussler	Mgmt	For	For	For
1d	Elect Director Victor L. Lund	Mgmt	For	For	For
1e	Elect Director Ellen Ochoa	Mgmt	For	For	For
1f	Elect Director Thomas L. Ryan	Mgmt	For	For	For
1g	Elect Director C. Park Shaper	Mgmt	For	For	For
1h	Elect Director Sara Martinez Tucker	Mgmt	For	For	For
1i	Elect Director W. Blair Waltrip	Mgmt	For	For	For
1j	Elect Director Marcus A. Watts	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Service Corporation International

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

T. Rowe Price Group, Inc.

Meeting Date: 05/07/2024	Country: USA	Ticker: TROW
Record Date: 03/01/2024	Meeting Type: Annual	
Primary Security ID: 74144T108		

Shares Voted: 869

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Glenn R. August	Mgmt	For	For	For
1b	Elect Director Mark S. Bartlett	Mgmt	For	For	For
1c	Elect Director William P. Donnelly	Mgmt	For	For	For
1d	Elect Director Dina Dublon	Mgmt	For	For	For
1e	Elect Director Robert F. MacLellan	Mgmt	For	For	For
1f	Elect Director Eileen P. Rominger	Mgmt	For	For	For
1g	Elect Director Robert W. Sharps	Mgmt	For	For	For
1h	Elect Director Cynthia F. Smith	Mgmt	For	For	For
1i	Elect Director Robert J. Stevens	Mgmt	For	For	For
1j	Elect Director Sandra S. Wijnberg	Mgmt	For	For	For
1k	Elect Director Alan D. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Advanced Micro Devices, Inc.

Meeting Date: 05/08/2024	Country: USA	Ticker: AMD
Record Date: 03/13/2024	Meeting Type: Annual	
Primary Security ID: 007903107		

Shares Voted: 6,316

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora M. Denzel	Mgmt	For	For	For
1b	Elect Director Mark Durcan	Mgmt	For	For	For
1c	Elect Director Michael P. Gregoire	Mgmt	For	For	For
1d	Elect Director Joseph A. Householder	Mgmt	For	For	For

Advanced Micro Devices, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director John W. Marren	Mgmt	For	For	For
1f	Elect Director Jon A. Olson	Mgmt	For	For	For
1g	Elect Director Lisa T. Su	Mgmt	For	For	For
1h	Elect Director Abhi Y. Talwalkar	Mgmt	For	For	For
1i	Elect Director Elizabeth W. Vanderslice	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Brown & Brown, Inc.

Meeting Date: 05/08/2024Country: USATicker: BRO

Record Date: 03/04/2024Meeting Type: Annual

Primary Security ID: 115236101

Shares Voted: 913

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director J. Hyatt Brown	Mgmt	For	For	For
1.2	Elect Director J. Powell Brown	Mgmt	For	For	For
1.3	Elect Director Lawrence L. Gellerstedt, III	Mgmt	For	For	For
1.4	Elect Director James C. Hays	Mgmt	For	For	For
1.5	Elect Director Theodore J. Hoepner	Mgmt	For	For	For
1.6	Elect Director James S. Hunt	Mgmt	For	For	For
1.7	Elect Director Toni Jennings	Mgmt	For	For	For
1.8	Elect Director Paul J. Krump	Mgmt	For	For	For
1.9	Elect Director Timothy R.M. Main	Mgmt	For	For	For
1.10	Elect Director Bronislaw E. Masojada	Mgmt	For	For	For
1.11	Elect Director Jaymin B. Patel	Mgmt	For	For	For
1.12	Elect Director H. Palmer Proctor, Jr.	Mgmt	For	For	For
1.13	Elect Director Wendell S. Reilly	Mgmt	For	For	For
1.14	Elect Director Kathleen A. Savio	Mgmt	For	For	For
1.15	Elect Director Chilton D. Varner	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Charles River Laboratories International, Inc.

Meeting Date: 05/08/2024

Country: USA

Ticker: CRL

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 159864107

Shares Voted: 191

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James C. Foster	Mgmt	For	For	For
1.2	Elect Director Nancy C. Andrews	Mgmt	For	For	For
1.3	Elect Director Robert Bertolini	Mgmt	For	For	For
1.4	Elect Director Reshema Kemps-Polanco	Mgmt	For	For	For
1.5	Elect Director Deborah T. Kochevar	Mgmt	For	For	For
1.6	Elect Director George Llado, Sr.	Mgmt	For	For	For
1.7	Elect Director Martin W. Mackay	Mgmt	For	For	For
1.8	Elect Director George E. Massaro	Mgmt	For	For	For
1.9	Elect Director Craig B. Thompson	Mgmt	For	For	For
1.10	Elect Director Richard F. Wallman	Mgmt	For	For	For
1.11	Elect Director Virginia M. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLC as Auditors	Mgmt	For	For	For
4	Report on Imported Nonhuman Primates	SH	Against	For	For

CSX Corporation

Meeting Date: 05/08/2024

Country: USA

Ticker: CSX

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 126408103

Shares Voted: 7,742

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donna M. Alvarado	Mgmt	For	For	For
1b	Elect Director Thomas P. Bostick	Mgmt	For	For	For
1c	Elect Director Anne H. Chow	Mgmt	For	For	For
1d	Elect Director Steven T. Halverson	Mgmt	For	For	For
1e	Elect Director Paul C. Hilal	Mgmt	For	For	For
1f	Elect Director Joseph R. Hinrichs	Mgmt	For	For	For
1g	Elect Director David M. Moffett	Mgmt	For	For	For

CSX Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Linda H. Riefler	Mgmt	For	For	For
1i	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
1j	Elect Director James L. Wainscott	Mgmt	For	For	For
1k	Elect Director J. Steven Whisler	Mgmt	For	For	For
1l	Elect Director John J. Zillmer	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Establish Railroad Safety Committee	SH	Against	Against	Against

First Solar, Inc.

Meeting Date: 05/08/2024

Record Date: 03/18/2024

Primary Security ID: 336433107

Country: USA

Meeting Type: Annual

Ticker: FSLR

Shares Voted: 398

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Ahearn	Mgmt	For	For	For
1.2	Elect Director Anita Marangoly George	Mgmt	For	For	For
1.3	Elect Director Molly E. Joseph	Mgmt	For	For	For
1.4	Elect Director Lisa A. Kro	Mgmt	For	For	For
1.5	Elect Director William J. Post	Mgmt	For	For	For
1.6	Elect Director Venkata "Murthy" Renduchintala	Mgmt	For	For	For
1.7	Elect Director Paul H. Stebbins	Mgmt	For	For	For
1.8	Elect Director Michael T. Sweeney	Mgmt	For	For	For
1.9	Elect Director Mark R. Widmar	Mgmt	For	For	For
1.10	Elect Director Norman L. Wright	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	For	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For

Floor & Decor Holdings, Inc.

Meeting Date: 05/08/2024

Record Date: 03/13/2024

Primary Security ID: 339750101

Country: USA

Meeting Type: Annual

Ticker: FND

Shares Voted: 416

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Norman H. Axelrod	Mgmt	For	For	For
1b	Elect Director William T. Giles	Mgmt	For	For	For
1c	Elect Director Dwight James	Mgmt	For	For	For
1d	Elect Director Melissa Kersey	Mgmt	For	For	For
1e	Elect Director Ryan Marshall	Mgmt	For	For	For
1f	Elect Director Peter M. Starrett	Mgmt	For	For	For
1g	Elect Director Richard L. Sullivan	Mgmt	For	For	For
1h	Elect Director Thomas V. Taylor, Jr.	Mgmt	For	For	For
1i	Elect Director Felicia D. Thornton	Mgmt	For	For	For
1j	Elect Director George Vincent West	Mgmt	For	For	For
1k	Elect Director Charles Young	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Gilead Sciences, Inc.

Meeting Date: 05/08/2024

Record Date: 03/15/2024

Primary Security ID: 375558103

Country: USA

Meeting Type: Annual

Ticker: GILD

Shares Voted: 4,882

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacqueline K. Barton	Mgmt	For	For	For
1b	Elect Director Jeffrey A. Bluestone	Mgmt	For	For	For
1c	Elect Director Sandra J. Horning	Mgmt	For	For	For
1d	Elect Director Kelly A. Kramer	Mgmt	For	For	For
1e	Elect Director Ted W. Love	Mgmt	For	For	For
1f	Elect Director Harish M. Manwani	Mgmt	For	For	For
1g	Elect Director Daniel P. O'Day	Mgmt	For	For	For
1h	Elect Director Javier J. Rodriguez	Mgmt	For	For	For

Gilead Sciences, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Anthony Walters	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
5	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against	Against
6	Report on Risks of Supporting Abortion	SH	Against	Against	Against
7	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For

Kinder Morgan, Inc.

Meeting Date: 05/08/2024

Record Date: 03/11/2024

Primary Security ID: 49456B101

Country: USA

Meeting Type: Annual

Ticker: KMI

Shares Voted: 7,698

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard D. Kinder	Mgmt	For	For	For
1.2	Elect Director Kimberly A. Dang	Mgmt	For	For	For
1.3	Elect Director Amy W. Chronis	Mgmt	For	For	For
1.4	Elect Director Ted A. Gardner	Mgmt	For	For	For
1.5	Elect Director Anthony W. Hall, Jr.	Mgmt	For	For	For
1.6	Elect Director Steven J. Kean	Mgmt	For	For	For
1.7	Elect Director Deborah A. Macdonald	Mgmt	For	For	For
1.8	Elect Director Michael C. Morgan	Mgmt	For	For	For
1.9	Elect Director Arthur C. Reichstetter	Mgmt	For	For	For
1.10	Elect Director C. Park Shaper	Mgmt	For	For	For
1.11	Elect Director William A. Smith	Mgmt	For	For	For
1.12	Elect Director Joel V. Staff	Mgmt	For	For	For
1.13	Elect Director Robert F. Vagt	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Kinder Morgan, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Disclose GHG Emissions Reductions Targets	SH	Against	For	For

Packaging Corporation of America

Meeting Date: 05/08/2024	Country: USA	Ticker: PKG
Record Date: 03/15/2024	Meeting Type: Annual	
Primary Security ID: 695156109		

Shares Voted: 335

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cheryl K. Beebe	Mgmt	For	For	For
1.2	Elect Director Duane C. Farrington	Mgmt	For	For	For
1.3	Elect Director Karen E. Gowland	Mgmt	For	For	For
1.4	Elect Director Donna A. Harman	Mgmt	For	For	For
1.5	Elect Director Mark W. Kowlzan	Mgmt	For	For	For
1.6	Elect Director Robert C. Lyons	Mgmt	For	For	For
1.7	Elect Director Thomas P. Maurer	Mgmt	For	For	For
1.8	Elect Director Samuel M. Mencoff	Mgmt	For	For	For
1.9	Elect Director Roger B. Porter	Mgmt	For	For	For
1.10	Elect Director Thomas S. Souleles	Mgmt	For	For	For
1.11	Elect Director Paul T. Stecko	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Amend Director Election Resignation Bylaw	SH	Against	Against	Against

Philip Morris International Inc.

Meeting Date: 05/08/2024	Country: USA	Ticker: PM
Record Date: 03/15/2024	Meeting Type: Annual	
Primary Security ID: 718172109		

Shares Voted: 6,076

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bonin Bough	Mgmt	For	For	For
1b	Elect Director Andre Calantzopoulos	Mgmt	For	For	For

Philip Morris International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Michel Combes	Mgmt	For	For	For
1d	Elect Director Juan Jose Daboub	Mgmt	For	For	For
1e	Elect Director Werner Geissler	Mgmt	For	For	For
1f	Elect Director Victoria Harker	Mgmt	For	For	For
1g	Elect Director Lisa A. Hook	Mgmt	For	For	For
1h	Elect Director Kalpana Morparia	Mgmt	For	For	For
1i	Elect Director Jacek Olczak	Mgmt	For	For	For
1j	Elect Director Robert B. Polet	Mgmt	For	For	For
1k	Elect Director Dessi Temperley	Mgmt	For	For	For
1l	Elect Director Shlomo Yanai	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For

Range Resources Corporation

Meeting Date: 05/08/2024Country: USATicker: RRC

Record Date: 03/21/2024Meeting Type: Annual

Primary Security ID: 75281A109

Shares Voted: 957

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brenda A. Cline	Mgmt	For	For	For
1b	Elect Director Dennis L. Degner	Mgmt	For	For	For
1c	Elect Director Margaret K. Dorman	Mgmt	For	For	For
1d	Elect Director James M. Funk	Mgmt	For	For	For
1e	Elect Director Steve D. Gray	Mgmt	For	For	For
1f	Elect Director Charles G. Griffie	Mgmt	For	For	For
1g	Elect Director Greg G. Maxwell	Mgmt	For	For	For
1h	Elect Director Reginal W. Spiller	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Simon Property Group, Inc.

Meeting Date: 05/08/2024

Record Date: 03/11/2024

Primary Security ID: 828806109

Country: USA

Meeting Type: Annual

Ticker: SPG

Shares Voted: 1,277

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Glyn F. Aeppel	Mgmt	For	Against	Against
1B	Elect Director Larry C. Glasscock	Mgmt	For	Against	Against
1C	Elect Director Allan Hubbard	Mgmt	For	Against	Against
1D	Elect Director Nina P. Jones	Mgmt	For	For	For
1E	Elect Director Reuben S. Leibowitz	Mgmt	For	For	For
1F	Elect Director Randall J. Lewis	Mgmt	For	For	For
1G	Elect Director Gary M. Rodkin	Mgmt	For	Against	Against
1H	Elect Director Peggy Fang Roe	Mgmt	For	Against	Against
1I	Elect Director Stefan M. Selig	Mgmt	For	For	For
1J	Elect Director Daniel C. Smith	Mgmt	For	For	For
1K	Elect Director Marta R. Stewart	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Ameren Corporation

Meeting Date: 05/09/2024

Record Date: 03/11/2024

Primary Security ID: 023608102

Country: USA

Meeting Type: Annual

Ticker: AEE

Shares Voted: 972

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cynthia J. Brinkley	Mgmt	For	For	For
1b	Elect Director Catherine S. Brune	Mgmt	For	For	For
1c	Elect Director Ward H. Dickson	Mgmt	For	For	For
1d	Elect Director Noelle K. Eder	Mgmt	For	For	For
1e	Elect Director Ellen M. Fitzsimmons	Mgmt	For	For	For
1f	Elect Director Rafael Flores	Mgmt	For	Against	Against
1g	Elect Director Kimberly J. Harris	Mgmt	For	For	For
1h	Elect Director Richard J. Harshman	Mgmt	For	For	For
1i	Elect Director Craig S. Ivey	Mgmt	For	For	For

Ameren Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director James C. Johnson	Mgmt	For	For	For
1k	Elect Director Steven H. Lipstein	Mgmt	For	For	For
1l	Elect Director Martin J. Lyons, Jr.	Mgmt	For	For	For
1m	Elect Director Leo S. Mackay, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Arch Capital Group Ltd.

Meeting Date: 05/09/2024

Record Date: 03/13/2024

Primary Security ID: G0450A105

Country: Bermuda

Meeting Type: Annual

Ticker: ACGL

Shares Voted: 1,459

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Laurie S. Goodman	Mgmt	For	For	For
1b	Elect Director John M. Pasquesi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4a	Elect Director Brian Chen as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4b	Elect Director Crystal Doughty as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4c	Elect Director Matthew Dragonetti as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4d	Elect Director Seamus Fearon as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4e	Elect Director Jerome Halgan as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4f	Elect Director Chris Hovey as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4g	Elect Director Francois Morin as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4h	Elect Director David J. Mulholland as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For

Arch Capital Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4i	Elect Director Chiara Nannini as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4j	Elect Director Maamoun Rajeh as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4k	Elect Director William Soares as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4l	Elect Director Alan Tiernan as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4m	Elect Director Christine Todd as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For

Avantor, Inc.

Meeting Date: 05/09/2024

Record Date: 03/15/2024

Primary Security ID: 05352A100

Country: USA

Meeting Type: Annual

Ticker: AVTR

Shares Voted: 2,552

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Juan Andres	Mgmt	For	For	For
1b	Elect Director John Carethers	Mgmt	For	For	For
1c	Elect Director Lan Kang	Mgmt	For	For	For
1d	Elect Director Joseph Massaro	Mgmt	For	For	For
1e	Elect Director Mala Murthy	Mgmt	For	For	For
1f	Elect Director Jonathan Peacock	Mgmt	For	For	For
1g	Elect Director Michael Severino	Mgmt	For	For	For
1h	Elect Director Michael Stubblefield	Mgmt	For	For	For
1i	Elect Director Gregory Summe	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

C.H. Robinson Worldwide, Inc.

Meeting Date: 05/09/2024

Record Date: 03/13/2024

Primary Security ID: 12541W209

Country: USA

Meeting Type: Annual

Ticker: CHRW

Shares Voted: 455

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James J. Barber, Jr.	Mgmt	For	For	For
1b	Elect Director David P. Bozeman	Mgmt	For	For	For
1c	Elect Director Kermit R. Crawford	Mgmt	For	For	For
1d	Elect Director Timothy C. Gokey	Mgmt	For	For	For
1e	Elect Director Mark A. Goodburn	Mgmt	For	For	For
1f	Elect Director Mary J. Steele Guilfoile	Mgmt	For	For	For
1g	Elect Director Jodee A. Kozlak	Mgmt	For	For	For
1h	Elect Director Henry J. Maier	Mgmt	For	For	For
1i	Elect Director Michael H. McGarry	Mgmt	For	For	For
1j	Elect Director Paige K. Robbins	Mgmt	For	For	For
1k	Elect Director Paula C. Tolliver	Mgmt	For	For	For
1l	Elect Director Henry W. "Jay" Winship	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

CME Group Inc.

Meeting Date: 05/09/2024

Record Date: 03/11/2024

Primary Security ID: 12572Q105

Country: USA

Meeting Type: Annual

Ticker: CME

Shares Voted: 1,409

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence A. Duffy	Mgmt	For	For	For
1b	Elect Director Kathryn Benesh	Mgmt	For	For	For
1c	Elect Director Timothy S. Bitsberger	Mgmt	For	For	For
1d	Elect Director Charles P. Carey	Mgmt	For	For	For
1e	Elect Director Bryan T. Durkin	Mgmt	For	For	For
1f	Elect Director Harold Ford, Jr.	Mgmt	For	For	For
1g	Elect Director Martin J. Gepsman	Mgmt	For	For	For
1h	Elect Director Larry G. Gerdes	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Daniel R. Glickman	Mgmt	For	For	For
1j	Elect Director Daniel G. Kaye	Mgmt	For	For	For
1k	Elect Director Phyllis M. Lockett	Mgmt	For	Against	Against
1l	Elect Director Deborah J. Lucas	Mgmt	For	For	For
1m	Elect Director Terry L. Savage	Mgmt	For	For	For
1n	Elect Director Rahael Seifu	Mgmt	For	For	For
1o	Elect Director William R. Shepard	Mgmt	For	For	For
1p	Elect Director Howard J. Siegel	Mgmt	For	For	For
1q	Elect Director Dennis A. Suskind	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Discover Financial Services

Meeting Date: 05/09/2024Country: USATicker: DFS

Record Date: 03/11/2024Meeting Type: Annual

Primary Security ID: 254709108

Shares Voted: 979					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Candace H. Duncan	Mgmt	For	For	For
1.2	Elect Director Joseph F. Eazor	Mgmt	For	For	For
1.3	Elect Director Kathy L. Lonowski	Mgmt	For	For	For
1.4	Elect Director Thomas G. Maheras	Mgmt	For	For	For
1.5	Elect Director Daniela O'Leary-Gill	Mgmt	For	For	For
1.6	Elect Director John B. Owen	Mgmt	For	For	For
1.7	Elect Director David L. Rawlinson, II	Mgmt	For	For	For
1.8	Elect Director Michael G. Rhodes *Withdrawn Resolution*	Mgmt			
1.9	Elect Director J. Michael Shepherd	Mgmt	For	For	For
1.10	Elect Director Beverley A. Sibblies	Mgmt	For	For	For
1.11	Elect Director Jennifer L. Wong	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Duke Energy Corporation.

Meeting Date: 05/09/2024

Record Date: 03/11/2024

Primary Security ID: 26441C204

Country: USA

Meeting Type: Annual

Ticker: DUK

Shares Voted: 3,019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Derrick Burks	Mgmt	For	For	For
1b	Elect Director Annette K. Clayton	Mgmt	For	For	For
1c	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For
1d	Elect Director Robert M. Davis	Mgmt	For	For	For
1e	Elect Director Caroline Dorsa	Mgmt	For	For	For
1f	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1g	Elect Director Nicholas C. Fanandakis	Mgmt	For	For	For
1h	Elect Director Lynn J. Good	Mgmt	For	For	For
1i	Elect Director John T. Herron	Mgmt	For	For	For
1j	Elect Director Idalene F. Kesner	Mgmt	For	For	For
1k	Elect Director E. Marie McKee	Mgmt	For	For	For
1l	Elect Director Michael J. Pacilio	Mgmt	For	For	For
1m	Elect Director Thomas E. Skains	Mgmt	For	For	For
1n	Elect Director William E. Webster, Jr.	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For
6	Report on Financial Statement Assumption and Climate Change	SH	Against	Against	Against

Ford Motor Company

Meeting Date: 05/09/2024

Record Date: 03/13/2024

Primary Security ID: 345370860

Country: USA

Meeting Type: Annual

Ticker: F

Shares Voted: 15,389

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kimberly A. Casiano	Mgmt	For	For	For
1b	Elect Director Alexandra Ford English	Mgmt	For	For	For

Ford Motor Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director James D. Farley, Jr.	Mgmt	For	For	For
1d	Elect Director Henry Ford, III	Mgmt	For	For	For
1e	Elect Director William Clay Ford, Jr.	Mgmt	For	Against	Against
1f	Elect Director William W. Helman, IV	Mgmt	For	For	For
1g	Elect Director Jon M. Huntsman, Jr.	Mgmt	For	For	For
1h	Elect Director William E. Kennard	Mgmt	For	Against	Against
1i	Elect Director John C. May	Mgmt	For	For	For
1j	Elect Director Beth E. Mooney	Mgmt	For	For	For
1k	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For	For
1l	Elect Director John L. Thornton	Mgmt	For	For	For
1m	Elect Director John B. Veihmeyer	Mgmt	For	For	For
1n	Elect Director John S. Weinberg	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	For
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
6	Report on Reliance on Child Labor in Supply Chain	SH	Against	For	For
7	Report on Sustainable Sourcing Policies	SH	Against	For	For

KeyCorp

Meeting Date: 05/09/2024

Record Date: 03/15/2024

Primary Security ID: 493267108

Country: USA

Meeting Type: Annual

Ticker: KEY

Shares Voted: 3,664

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alexander M. Cutler	Mgmt	For	For	For
1.2	Elect Director H. James Dallas	Mgmt	For	For	For
1.3	Elect Director Elizabeth R. Gile	Mgmt	For	For	For
1.4	Elect Director Ruth Ann M. Gillis	Mgmt	For	For	For
1.5	Elect Director Christopher M. Gorman	Mgmt	For	For	For
1.6	Elect Director Robin N. Hayes	Mgmt	For	For	For

KeyCorp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Carlton L. Highsmith	Mgmt	For	For	For
1.8	Elect Director Richard J. Hipple	Mgmt	For	For	For
1.9	Elect Director Devina A. Rankin	Mgmt	For	For	For
1.10	Elect Director Barbara R. Snyder	Mgmt	For	For	For
1.11	Elect Director Richard J. Tobin	Mgmt	For	For	For
1.12	Elect Director Todd J. Vasos	Mgmt	For	For	For
1.13	Elect Director David K. Wilson	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For

Las Vegas Sands Corp.

Meeting Date: 05/09/2024

Record Date: 03/11/2024

Primary Security ID: 517834107

Country: USA

Meeting Type: Annual

Ticker: LVS

Shares Voted: 1,193

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert G. Goldstein	Mgmt	For	Withhold	Withhold
1.2	Elect Director Patrick Dumont	Mgmt	For	Withhold	Withhold
1.3	Elect Director Irwin Chafetz	Mgmt	For	Withhold	Withhold
1.4	Elect Director Micheline Chau	Mgmt	For	Withhold	Withhold
1.5	Elect Director Charles D. Forman	Mgmt	For	Withhold	Withhold
1.6	Elect Director Lewis Kramer	Mgmt	For	Withhold	Withhold
1.7	Elect Director Alain Li	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

LPL Financial Holdings Inc.

Meeting Date: 05/09/2024

Record Date: 03/11/2024

Primary Security ID: 50212V100

Country: USA

Meeting Type: Annual

Ticker: LPLA

LPL Financial Holdings Inc.

Shares Voted: 296

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dan H. Arnold	Mgmt	For	For	For
1b	Elect Director Edward C. Bernard	Mgmt	For	For	For
1c	Elect Director H. Paulett Eberhart	Mgmt	For	For	For
1d	Elect Director William F. Glavin, Jr.	Mgmt	For	For	For
1e	Elect Director Albert J. Ko	Mgmt	For	For	For
1f	Elect Director Allison H. Mnookin	Mgmt	For	For	For
1g	Elect Director Anne M. Mulcahy	Mgmt	For	For	For
1h	Elect Director James S. Putnam	Mgmt	For	For	For
1i	Elect Director Richard P. Schifter	Mgmt	For	For	For
1j	Elect Director Corey E. Thomas	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Mettler-Toledo International Inc.

Meeting Date: 05/09/2024Country: USATicker: MTD

Record Date: 03/11/2024Meeting Type: Annual

Primary Security ID: 592688105

Shares Voted: 85

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roland Diggelmann	Mgmt	For	For	For
1.2	Elect Director Domitille Doat-Le Bigot	Mgmt	For	For	For
1.3	Elect Director Elisha W. Finney	Mgmt	For	For	For
1.4	Elect Director Richard Francis	Mgmt	For	For	For
1.5	Elect Director Michael A. Kelly	Mgmt	For	For	For
1.6	Elect Director Thomas P. Salice	Mgmt	For	For	For
1.7	Elect Director Wolfgang Wienand	Mgmt	For	For	For
1.8	Elect Director Ingrid Zhang	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Norfolk Southern Corporation

Meeting Date: 05/09/2024

Record Date: 03/04/2024

Primary Security ID: 655844108

Country: USA

Meeting Type: Proxy Contest

Ticker: NSC

Shares Voted: 886

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 13 Directors	Mgmt			
1a	Elect Management Nominee Director Richard H. Anderson	Mgmt	For	Do Not Vote	Do Not Vote
1b	Elect Management Nominee Director Philip S. Davidson	Mgmt	For	Do Not Vote	Do Not Vote
1c	Elect Management Nominee Director Francesca A. DeBiase	Mgmt	For	Do Not Vote	Do Not Vote
1d	Elect Management Nominee Director Marcela E. Donadio	Mgmt	For	Do Not Vote	Do Not Vote
1e	Elect Management Nominee Director Mary Kathryn "Heidi" Heitkamp	Mgmt	For	Do Not Vote	Do Not Vote
1f	Elect Management Nominee Director John C. Huffard, Jr.	Mgmt	For	Do Not Vote	Do Not Vote
1g	Elect Management Nominee Director Christopher T. Jones	Mgmt	For	Do Not Vote	Do Not Vote
1h	Elect Management Nominee Director Thomas C. Kelleher	Mgmt	For	Do Not Vote	Do Not Vote
1i	Elect Management Nominee Director Amy E. Miles	Mgmt	For	Do Not Vote	Do Not Vote
1j	Elect Management Nominee Director Claude Mongeau	Mgmt	For	Do Not Vote	Do Not Vote
1k	Elect Management Nominee Director Jennifer F. Scanlon	Mgmt	For	Do Not Vote	Do Not Vote
1l	Elect Management Nominee Director Alan H. Shaw	Mgmt	For	Do Not Vote	Do Not Vote
1m	Elect Management Nominee Director John R. Thompson	Mgmt	For	Do Not Vote	Do Not Vote
1n	Elect Dissident Nominee Director Betsy Atkins	SH	Withhold	Do Not Vote	Do Not Vote
1o	Elect Dissident Nominee Director James Barber, Jr.	SH	Withhold	Do Not Vote	Do Not Vote
1p	Elect Dissident Nominee Director William Clyburn, Jr.	SH	Withhold	Do Not Vote	Do Not Vote
1q	Elect Dissident Nominee Director Sameh Fahmy	SH	Withhold	Do Not Vote	Do Not Vote
1r	Elect Dissident Nominee Director John Kasich	SH	Withhold	Do Not Vote	Do Not Vote
1s	Elect Dissident Nominee Director Gilbert Lamphere	SH	Withhold	Do Not Vote	Do Not Vote

Norfolk Southern Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1t	Elect Dissident Nominee Director Allison Landry	SH	Withhold	Do Not Vote	Do Not Vote
2	Ratify KPMG LLP as Auditors	Mgmt	For	Do Not Vote	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Do Not Vote	Do Not Vote
4	Report on Lobbying Payments and Policy	SH	Against	Do Not Vote	Do Not Vote
5	Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to July 25, 2023	SH	Against	Do Not Vote	Do Not Vote
	Dissident Universal Proxy (Blue Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 13 Directors	Mgmt			
1a	Elect Dissident Nominee Director Betsy Atkins	SH	For	For	For
1b	Elect Dissident Nominee Director James Barber, Jr.	SH	For	For	For
1c	Elect Dissident Nominee Director William Clyburn, Jr.	SH	For	For	For
1d	Elect Dissident Nominee Director Sameh Fahmy	SH	For	For	For
1e	Elect Dissident Nominee Director John Kasich	SH	For	For	For
1f	Elect Dissident Nominee Director Gilbert Lamphere	SH	For	For	For
1g	Elect Dissident Nominee Director Allison Landry	SH	For	For	For
1h	Elect Management Nominee Director Mary Kathryn "Heidi" Heitkamp	Mgmt	Withhold	Withhold	Withhold
1i	Elect Management Nominee Director John C. Huffard, Jr.	Mgmt	Withhold	Withhold	Withhold
1j	Elect Management Nominee Director Claude Mongeau	Mgmt	Withhold	Withhold	Withhold
1k	Elect Management Nominee Director Amy E. Miles	Mgmt	Withhold	Withhold	Withhold
1l	Elect Management Nominee Director Jennifer F. Scanlon	Mgmt	Withhold	Withhold	Withhold
1m	Elect Management Nominee Director Alan H. Shaw	Mgmt	Withhold	Withhold	Withhold
1n	Elect Management Nominee Director John R. Thompson	Mgmt	Withhold	Withhold	Withhold
1o	Elect Management Nominee Director Richard H. Anderson	Mgmt	None	For	For
1p	Elect Management Nominee Director Philip S. Davidson	Mgmt	None	For	For
1q	Elect Management Nominee Director Francesca A. DeBiase	Mgmt	None	For	For

Norfolk Southern Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1r	Elect Management Nominee Director Marcela E. Donadio	Mgmt	None	For	For
1s	Elect Management Nominee Director Christopher T. Jones	Mgmt	None	For	For
1t	Elect Management Nominee Director Thomas C. Kelleher	Mgmt	None	Withhold	Withhold
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	None	Against	Against
4	Report on Lobbying Payments and Policy	SH	None	For	For
5	Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to July 25, 2023	Mgmt	For	For	For

Nucor Corporation

Meeting Date: 05/09/2024

Record Date: 03/11/2024

Primary Security ID: 670346105

Country: USA

Meeting Type: Annual

Ticker: NUE

Shares Voted: 960					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Norma B. Clayton	Mgmt	For	For	For
1.2	Elect Director Patrick J. Dempsey	Mgmt	For	For	For
1.3	Elect Director Nicholas C. Gangestad	Mgmt	For	For	For
1.4	Elect Director Christopher J. Kearney	Mgmt	For	For	For
1.5	Elect Director Laurette T. Koellner	Mgmt	For	For	For
1.6	Elect Director Michael W. Lamach	Mgmt	For	For	For
1.7	Elect Director Leon J. Topalian	Mgmt	For	For	For
1.8	Elect Director Nadja Y. West	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Penske Automotive Group, Inc.

Meeting Date: 05/09/2024

Record Date: 03/20/2024

Primary Security ID: 70959W103

Country: USA

Meeting Type: Annual

Ticker: PAG

Penske Automotive Group, Inc.

Shares Voted: 79

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John D. Barr	Mgmt	For	Withhold	Withhold
1b	Elect Director Lisa Davis	Mgmt	For	For	For
1c	Elect Director Wolfgang Durheimer	Mgmt	For	For	For
1d	Elect Director Michael R. Eisenson	Mgmt	For	For	For
1e	Elect Director Robert H. Kurnick, Jr.	Mgmt	For	For	For
1f	Elect Director Kimberly J. McWaters	Mgmt	For	Withhold	Withhold
1g	Elect Director Kota Odagiri	Mgmt	For	For	For
1h	Elect Director Greg Penske	Mgmt	For	For	For
1i	Elect Director Roger S. Penske	Mgmt	For	For	For
1j	Elect Director Sandra E. Pierce	Mgmt	For	For	For
1k	Elect Director Greg C. Smith	Mgmt	For	Withhold	Withhold
1l	Elect Director Ronald G. Steinhart	Mgmt	For	Withhold	Withhold
1m	Elect Director H. Brian Thompson	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Prologis, Inc.

Meeting Date: 05/09/2024Country: USATicker: PLD

Record Date: 03/12/2024Meeting Type: Annual

Primary Security ID: 74340W103

Shares Voted: 3,620

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hamid R. Moghadam	Mgmt	For	For	For
1b	Elect Director Cristina G. Bitá	Mgmt	For	For	For
1c	Elect Director James B. Connor	Mgmt	For	For	For
1d	Elect Director George L. Fotiades	Mgmt	For	For	For
1e	Elect Director Lydia H. Kennard	Mgmt	For	For	For
1f	Elect Director Irving F. Lyons, III	Mgmt	For	For	For
1g	Elect Director Guy A. Metcalfe	Mgmt	For	For	For
1h	Elect Director Avid Modjtabai	Mgmt	For	For	For
1i	Elect Director David P. O'Connor	Mgmt	For	For	For

Prologis, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Olivier Piani	Mgmt	For	For	For
1k	Elect Director Carl B. Webb	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Reduce Supermajority Vote Requirement to Amend Charter	Mgmt	For	For	For
5	Reduce Supermajority Vote Requirement to Amend Bylaws	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For

Sempra

Meeting Date: 05/09/2024

Country: USA

Ticker: SRE

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: 816851109

Shares Voted: 2,465

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andres Conesa	Mgmt	For	For	For
1b	Elect Director Pablo A. Ferrero	Mgmt	For	For	For
1c	Elect Director Richard J. Mark	Mgmt	For	For	For
1d	Elect Director Jeffrey W. Martin	Mgmt	For	For	For
1e	Elect Director Bethany J. Mayer	Mgmt	For	For	For
1f	Elect Director Michael N. Mears	Mgmt	For	For	For
1g	Elect Director Jack T. Taylor	Mgmt	For	For	For
1h	Elect Director Cynthia J. Warner	Mgmt	For	For	For
1i	Elect Director James C. Yardley	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
5	Report on Steps to Reduce Certain Safety and Environmental Risks	SH	Against	For	For

Steel Dynamics, Inc.

Meeting Date: 05/09/2024

Record Date: 03/18/2024

Primary Security ID: 858119100

Country: USA

Meeting Type: Annual

Ticker: STLD

Shares Voted: 614

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Mark D. Millett	Mgmt	For	For	For
1B	Elect Director Sheree L. Bargabos	Mgmt	For	For	For
1C	Elect Director Kenneth W. Cornew	Mgmt	For	For	For
1D	Elect Director Traci M. Dolan	Mgmt	For	For	For
1E	Elect Director Jennifer L. Hamann	Mgmt	For	For	For
1F	Elect Director James C. Marcuccilli	Mgmt	For	For	For
1G	Elect Director Bradley S. Seaman	Mgmt	For	For	For
1H	Elect Director Gabriel L. Shaheen	Mgmt	For	For	For
1I	Elect Director Luis M. Sierra	Mgmt	For	For	For
1J	Elect Director Richard P. Teets, Jr.	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Provide Right to Call a Special Meeting	SH	Against	For	For

Stryker Corporation

Meeting Date: 05/09/2024

Record Date: 03/11/2024

Primary Security ID: 863667101

Country: USA

Meeting Type: Annual

Ticker: SYK

Shares Voted: 1,363

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary K. Brainerd	Mgmt	For	For	For
1b	Elect Director Giovanni Caforio	Mgmt	For	For	For
1c	Elect Director Allan C. Golston	Mgmt	For	For	For
1d	Elect Director Kevin A. Lobo	Mgmt	For	For	For
1e	Elect Director Sherilyn S. McCoy	Mgmt	For	For	For
1f	Elect Director Rachel Ruggeri	Mgmt	For	For	For
1g	Elect Director Andrew K. Silvernail	Mgmt	For	For	For
1h	Elect Director Lisa M. Skeete Tatum	Mgmt	For	For	For

Stryker Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Ronda E. Stryker	Mgmt	For	For	For
1j	Elect Director Rajeev Suri	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Political Contributions and Expenditures	SH	Against	For	For

Teradyne, Inc.

Meeting Date: 05/09/2024

Record Date: 03/14/2024

Primary Security ID: 880770102

Country: USA

Meeting Type: Annual

Ticker: TER

Shares Voted: 598

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Herweck	Mgmt	For	For	For
1b	Elect Director Mercedes Johnson	Mgmt	For	For	For
1c	Elect Director Ernest E. Maddock	Mgmt	For	For	For
1d	Elect Director Marilyn Matz	Mgmt	For	For	For
1e	Elect Director Gregory S. Smith	Mgmt	For	For	For
1f	Elect Director Ford Tamer	Mgmt	For	For	For
1g	Elect Director Paul J. Tufano	Mgmt	For	For	For
1h	Elect Director Bridget van Kralingen	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Reduce Supermajority Vote Requirement	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Tractor Supply Company

Meeting Date: 05/09/2024

Record Date: 03/15/2024

Primary Security ID: 892356106

Country: USA

Meeting Type: Annual

Ticker: TSCO

Shares Voted: 423

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joy Brown	Mgmt	For	For	For

Tractor Supply Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Ricardo Cardenas	Mgmt	For	For	For
1.3	Elect Director Meg Ham	Mgmt	For	For	For
1.4	Elect Director Andre Hawaux	Mgmt	For	For	For
1.5	Elect Director Denise L. Jackson	Mgmt	For	For	For
1.6	Elect Director Ramkumar Krishnan	Mgmt	For	For	For
1.7	Elect Director Edna K. Morris	Mgmt	For	For	For
1.8	Elect Director Mark J. Weikel	Mgmt	For	For	For
1.9	Elect Director Harry A. Lawton, III	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Tyler Technologies, Inc.

Meeting Date: 05/09/2024	Country: USA	Ticker: TYL
Record Date: 03/15/2024	Meeting Type: Annual	
Primary Security ID: 902252105		

Shares Voted: 159

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn A. Carter	Mgmt	For	For	For
1.2	Elect Director Margot L. Carter	Mgmt	For	For	For
1.3	Elect Director Brenda A. Cline	Mgmt	For	For	For
1.4	Elect Director Ronnie D. Hawkins, Jr.	Mgmt	For	For	For
1.5	Elect Director John S. Marr, Jr.	Mgmt	For	For	For
1.6	Elect Director H. Lynn Moore, Jr.	Mgmt	For	For	For
1.7	Elect Director Daniel M. Pope	Mgmt	For	For	For
1.8	Elect Director Andrew D. Teed	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For

Union Pacific Corporation

Meeting Date: 05/09/2024	Country: USA	Ticker: UNP
Record Date: 03/15/2024	Meeting Type: Annual	
Primary Security ID: 907818108		

Union Pacific Corporation

Shares Voted: 2,386

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William J. DeLaney	Mgmt	For	For	For
1b	Elect Director David B. Dillon	Mgmt	For	For	For
1c	Elect Director Sheri H. Edison	Mgmt	For	For	For
1d	Elect Director Teresa M. Finley	Mgmt	For	For	For
1e	Elect Director Deborah C. Hopkins	Mgmt	For	For	For
1f	Elect Director Jane H. Lute	Mgmt	For	For	For
1g	Elect Director Michael R. McCarthy	Mgmt	For	For	For
1h	Elect Director Doyle R. Simons	Mgmt	For	For	For
1i	Elect Director John K. Tien, Jr.	Mgmt	For	For	For
1j	Elect Director V. James Vena	Mgmt	For	For	For
1k	Elect Director John P. Wiehoff	Mgmt	For	For	For
1l	Elect Director Christopher J. Williams	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
5	Amend Board's Safety and Service Quality Committee to Review Staffing Levels and Confer on Safety Issues with Stakeholders	SH	Against	Against	Against

United Rentals, Inc.

Meeting Date: 05/09/2024Country: USATicker: URI

Record Date: 03/11/2024Meeting Type: Annual

Primary Security ID: 911363109

Shares Voted: 265

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc A. Bruno	Mgmt	For	For	For
1b	Elect Director Larry D. De Shon	Mgmt	For	For	For
1c	Elect Director Matthew J. Flannery	Mgmt	For	For	For
1d	Elect Director Bobby J. Griffin	Mgmt	For	For	For
1e	Elect Director Kim Harris Jones	Mgmt	For	For	For
1f	Elect Director Terri L. Kelly	Mgmt	For	For	For

United Rentals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Michael J. Kneeland	Mgmt	For	For	For
1h	Elect Director Francisco J. Lopez-Balboa	Mgmt	For	For	For
1i	Elect Director Gracia C. Martore	Mgmt	For	For	For
1j	Elect Director Shiv Singh	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For	For	For
5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	SH	Against	Against	Against

Verizon Communications Inc.

Meeting Date: 05/09/2024

Country: USA

Ticker: VZ

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 92343V104

Shares Voted: 16,470

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	Mgmt	For	For	For
1.2	Elect Director Roxanne Austin	Mgmt	For	For	For
1.3	Elect Director Mark Bertolini	Mgmt	For	For	For
1.4	Elect Director Vittorio Colao	Mgmt	For	For	For
1.5	Elect Director Laxman Narasimhan	Mgmt	For	For	For
1.6	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1.7	Elect Director Daniel Schulman	Mgmt	For	For	For
1.8	Elect Director Rodney Slater	Mgmt	For	For	For
1.9	Elect Director Carol Tome	Mgmt	For	For	For
1.10	Elect Director Hans Vestberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Commission Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions to Candidates	SH	Against	Against	Against
5	Report on Lobbying Payments and Policy	SH	Against	For	For
6	Amend Clawback Policy	SH	Against	For	For

Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Require Independent Board Chair	SH	Against	For	For
8	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against
9	Report on Lead-Sheathed Cables	SH	Against	For	For
10	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For

WEC Energy Group, Inc.

Meeting Date: 05/09/2024	Country: USA	Ticker: WEC
Record Date: 03/11/2024	Meeting Type: Annual	
Primary Security ID: 92939U106		

Shares Voted: 1,235

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ave M. Bie	Mgmt	For	For	For
1.2	Elect Director Curt S. Culver	Mgmt	For	For	For
1.3	Elect Director Danny L. Cunningham	Mgmt	For	Against	Against
1.4	Elect Director William M. Farrow, III	Mgmt	For	For	For
1.5	Elect Director Cristina A. Garcia-Thomas	Mgmt	For	For	For
1.6	Elect Director Maria C. Green	Mgmt	For	For	For
1.7	Elect Director Gale E. Klappa	Mgmt	For	For	For
1.8	Elect Director Thomas K. Lane	Mgmt	For	For	For
1.9	Elect Director Scott J. Lauber	Mgmt	For	For	For
1.10	Elect Director Ulice Payne, Jr.	Mgmt	For	For	For
1.11	Elect Director Mary Ellen Stanek	Mgmt	For	For	For
1.12	Elect Director Glen E. Tellock	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Increase Authorized Common Stock	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	None	For	For

Westlake Corporation

Meeting Date: 05/09/2024

Record Date: 03/12/2024

Primary Security ID: 960413102

Country: USA

Meeting Type: Annual

Ticker: WLK

Shares Voted: 133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James Y. Chao	Mgmt	For	Withhold	Withhold
1.2	Elect Director John T. Chao	Mgmt	For	Withhold	Withhold
1.3	Elect Director Mark A. McCollum	Mgmt	For	For	For
1.4	Elect Director R. Bruce Northcutt	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Report on Reducing Plastic Pollution of the Oceans	SH	Against	For	For

Zebra Technologies Corporation

Meeting Date: 05/09/2024

Record Date: 03/15/2024

Primary Security ID: 989207105

Country: USA

Meeting Type: Annual

Ticker: ZBRA

Shares Voted: 200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Satish Dhanasekaran	Mgmt	For	For	For
1b	Elect Director Ross W. Manire	Mgmt	For	For	For
1c	Elect Director Kenneth B. Miller	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Akamai Technologies, Inc.

Meeting Date: 05/10/2024

Record Date: 03/15/2024

Primary Security ID: 00971T101

Country: USA

Meeting Type: Annual

Ticker: AKAM

Shares Voted: 590

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sharon Bowen	Mgmt	For	For	For
1.2	Elect Director Marianne Brown	Mgmt	For	For	For

Akamai Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Monte Ford	Mgmt	For	For	For
1.4	Elect Director Dan Hesse	Mgmt	For	For	For
1.5	Elect Director Tom Killalea	Mgmt	For	For	For
1.6	Elect Director Tom Leighton	Mgmt	For	For	For
1.7	Elect Director Jonathan Miller	Mgmt	For	For	For
1.8	Elect Director Madhu Ranganathan	Mgmt	For	For	For
1.9	Elect Director Ben Verwaayen	Mgmt	For	For	For
1.10	Elect Director Bill Wagner	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
5	Adjourn Meeting	Mgmt	For	Against	Against
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
7	Adopt Simple Majority Vote	SH	Against	For	For

American Homes 4 Rent

Meeting Date: 05/10/2024

Country: USA

Ticker: AMH

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 02665T306

Shares Voted: 1,264

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Matthew J. Hart	Mgmt	For	For	For
1b	Elect Director David P. Singelyn	Mgmt	For	For	For
1c	Elect Director Douglas N. Benham	Mgmt	For	For	For
1d	Elect Director Jack Corrigan	Mgmt	For	For	For
1e	Elect Director David Goldberg	Mgmt	For	For	For
1f	Elect Director Tamara H. Gustavson	Mgmt	For	For	For
1g	Elect Director Michelle C. Kerrick	Mgmt	For	For	For
1h	Elect Director James H. Kropp	Mgmt	For	For	For
1i	Elect Director Lynn C. Swann	Mgmt	For	For	For
1j	Elect Director Winifred M. Webb	Mgmt	For	For	For
1k	Elect Director Jay Willoughby	Mgmt	For	For	For
1l	Elect Director Matthew R. Zaist	Mgmt	For	For	For

American Homes 4 Rent

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Axon Enterprise, Inc.

Meeting Date: 05/10/2024	Country: USA	Ticker: AXON
Record Date: 03/15/2024	Meeting Type: Annual	
Primary Security ID: 05464C101		

Shares Voted: 279

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Erika Ayers Badan	Mgmt	For	For	For
1B	Elect Director Adriane Brown	Mgmt	For	For	For
1C	Elect Director Julie Anne Cullivan	Mgmt	For	For	For
1D	Elect Director Michael Garnreiter	Mgmt	For	For	For
1E	Elect Director Caitlin E. Kalinowski	Mgmt	For	For	For
1F	Elect Director Matthew R. McBrady	Mgmt	For	For	For
1G	Elect Director Hadi Partovi	Mgmt	For	For	For
1H	Elect Director Graham Smith	Mgmt	For	For	For
1I	Elect Director Patrick W. Smith	Mgmt	For	For	For
1J	Elect Director Jeri Williams	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
3	Approve Omnibus Stock Plan	Mgmt	For	Against	Against
4	Approve Share Plan Grant to CEO Patrick W. Smith	Mgmt	For	Against	Against
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Camden Property Trust

Meeting Date: 05/10/2024	Country: USA	Ticker: CPT
Record Date: 03/15/2024	Meeting Type: Annual	
Primary Security ID: 133131102		

Camden Property Trust

Shares Voted: 417

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard J. Campo	Mgmt	For	For	For
1b	Elect Director Javier E. Benito	Mgmt	For	For	For
1c	Elect Director Heather J. Brunner	Mgmt	For	For	For
1d	Elect Director Mark D. Gibson	Mgmt	For	For	For
1e	Elect Director Scott S. Ingraham	Mgmt	For	For	For
1f	Elect Director Renu Khator	Mgmt	For	For	For
1g	Elect Director D. Keith Oden	Mgmt	For	For	For
1h	Elect Director Frances Aldrich Sevilla-Sacasa	Mgmt	For	For	For
1i	Elect Director Steven A. Webster	Mgmt	For	For	For
1j	Elect Director Kelvin R. Westbrook	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Colgate-Palmolive Company

Meeting Date: 05/10/2024Country: USATicker: CL

Record Date: 03/11/2024Meeting Type: Annual

Primary Security ID: 194162103

Shares Voted: 3,226

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John P. Bilbrey	Mgmt	For	For	For
1b	Elect Director John T. Cahill	Mgmt	For	For	For
1c	Elect Director Steve Cahillane	Mgmt	For	For	For
1d	Elect Director Lisa M. Edwards	Mgmt	For	For	For
1e	Elect Director C. Martin Harris	Mgmt	For	For	For
1f	Elect Director Martina Hund-Mejean	Mgmt	For	For	For
1g	Elect Director Kimberly A. Nelson	Mgmt	For	For	For
1h	Elect Director Brian Newman	Mgmt	For	For	For
1i	Elect Director Lorrie M. Norrington	Mgmt	For	For	For
1j	Elect Director Noel R. Wallace	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Colgate-Palmolive Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For

Marriott International, Inc.

Meeting Date: 05/10/2024	Country: USA	Ticker: MAR
Record Date: 03/13/2024	Meeting Type: Annual	
Primary Security ID: 571903202		

Shares Voted: 976

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony G. Capuano	Mgmt	For	For	For
1b	Elect Director Isabella D. Goren	Mgmt	For	For	For
1c	Elect Director Deborah Marriott Harrison	Mgmt	For	For	For
1d	Elect Director Frederick A. Henderson	Mgmt	For	For	For
1e	Elect Director Lauren R. Hobart	Mgmt	For	For	For
1f	Elect Director Debra L. Lee	Mgmt	For	For	For
1g	Elect Director Aylwin B. Lewis	Mgmt	For	For	For
1h	Elect Director David S. Marriott	Mgmt	For	For	For
1i	Elect Director Margaret M. McCarthy	Mgmt	For	For	For
1j	Elect Director Grant F. Reid	Mgmt	For	For	For
1k	Elect Director Horacio D. Rozanski	Mgmt	For	For	For
1l	Elect Director Susan C. Schwab	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Third-Party Racial Equity Audit	SH	Against	For	For
5	Report on Pay Equity	SH	Against	For	For

Masco Corporation

Meeting Date: 05/10/2024	Country: USA	Ticker: MAS
Record Date: 03/15/2024	Meeting Type: Annual	
Primary Security ID: 574599106		

Masco Corporation

Shares Voted: 879

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark R. Alexander	Mgmt	For	For	For
1b	Elect Director Marie A. Ffolkes	Mgmt	For	For	For
1c	Elect Director John C. Plant	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	None	For	For

Morningstar, Inc.

Meeting Date: 05/10/2024Country: USATicker: MORN

Record Date: 03/11/2024Meeting Type: Annual

Primary Security ID: 617700109

Shares Voted: 104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joe Mansueto	Mgmt	For	For	For
1b	Elect Director Kunal Kapoor	Mgmt	For	For	For
1c	Elect Director Robin Diamonte	Mgmt	For	Against	Against
1d	Elect Director Cheryl Francis	Mgmt	For	Against	Against
1e	Elect Director Steve Joynt	Mgmt	For	Against	Against
1f	Elect Director Steve Kaplan	Mgmt	For	For	For
1g	Elect Director Gail Landis	Mgmt	For	Against	Against
1h	Elect Director Bill Lyons	Mgmt	For	For	For
1i	Elect Director Doniel Sutton	Mgmt	For	Against	Against
1j	Elect Director Caroline Tsay	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

The Progressive Corporation

Meeting Date: 05/10/2024Country: USATicker: PGR

Record Date: 03/15/2024Meeting Type: Annual

Primary Security ID: 743315103

The Progressive Corporation

Shares Voted: 2,290

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Danelle M. Barrett	Mgmt	For	For	For
1b	Elect Director Philip Bleser	Mgmt	For	For	For
1c	Elect Director Stuart B. Burgdoerfer	Mgmt	For	For	For
1d	Elect Director Pamela J. Craig	Mgmt	For	For	For
1e	Elect Director Charles A. Davis	Mgmt	For	For	For
1f	Elect Director Roger N. Farah	Mgmt	For	For	For
1g	Elect Director Lawton W. Fitt	Mgmt	For	For	For
1h	Elect Director Susan Patricia Griffith	Mgmt	For	For	For
1i	Elect Director Devin C. Johnson	Mgmt	For	For	For
1j	Elect Director Jeffrey D. Kelly	Mgmt	For	For	For
1k	Elect Director Barbara R. Snyder	Mgmt	For	For	For
1l	Elect Director Kahina Van Dyke	Mgmt	For	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

Tradeweb Markets Inc.

Meeting Date: 05/10/2024Country: USATicker: TW

Record Date: 03/13/2024Meeting Type: Annual

Primary Security ID: 892672106

Shares Voted: 427

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jacques Aigrain	Mgmt	For	Withhold	Withhold
1.2	Elect Director Balbir Bakhshi	Mgmt	For	For	For
1.3	Elect Director Paula Madoff	Mgmt	For	Withhold	Withhold
1.4	Elect Director Thomas Pluta	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Tradeweb Markets Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Vulcan Materials Company

Meeting Date: 05/10/2024	Country: USA	Ticker: VMC
Record Date: 03/15/2024	Meeting Type: Annual	
Primary Security ID: 929160109		

Shares Voted: 503

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Fanning	Mgmt	For	For	For
1b	Elect Director J. Thomas Hill	Mgmt	For	For	For
1c	Elect Director Cynthia L. Hostetler	Mgmt	For	For	For
1d	Elect Director Richard T. O'Brien	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Western Digital Corporation

Meeting Date: 05/10/2024	Country: USA	Ticker: WDC
Record Date: 03/22/2024	Meeting Type: Special	
Primary Security ID: 958102105		

Shares Voted: 1,199

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Increase Authorized Common Stock	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For	For
3	Amend Charter to Remove Pass-Through Voting Provision	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For	For
5	Adjourn Meeting	Mgmt	For	For	For

Weyerhaeuser Company

Meeting Date: 05/10/2024

Country: USA

Ticker: WY

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 962166104

Shares Voted: 2,683

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Emmert	Mgmt	For	For	For
1b	Elect Director Rick R. Holley	Mgmt	For	For	For
1c	Elect Director Sara Grootwassink Lewis	Mgmt	For	For	For
1d	Elect Director Deidra C. Merriwether	Mgmt	For	For	For
1e	Elect Director Al Monaco	Mgmt	For	For	For
1f	Elect Director James C. O'Rourke	Mgmt	For	For	For
1g	Elect Director Nicole W. Piasecki	Mgmt	For	For	For
1h	Elect Director Lawrence A. Selzer	Mgmt	For	For	For
1i	Elect Director Devin W. Stockfish	Mgmt	For	For	For
1j	Elect Director Kim Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Zimmer Biomet Holdings, Inc.

Meeting Date: 05/10/2024

Country: USA

Ticker: ZBH

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 98956P102

Shares Voted: 784

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher B. Begley	Mgmt	For	For	For
1b	Elect Director Betsy J. Bernard	Mgmt	For	For	For
1c	Elect Director Michael J. Farrell	Mgmt	For	For	For
1d	Elect Director Robert A. Hagemann	Mgmt	For	For	For
1e	Elect Director Arthur J. Higgins	Mgmt	For	For	For
1f	Elect Director Maria Teresa (Tessa) Hilado	Mgmt	For	For	For
1g	Elect Director Syed Jafry	Mgmt	For	For	For
1h	Elect Director Sreelakshmi Kolli	Mgmt	For	For	For
1i	Elect Director Louis Shapiro	Mgmt	For	For	For
1j	Elect Director Ivan Tornos	Mgmt	For	For	For

Zimmer Biomet Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Baker Hughes Company

Meeting Date: 05/13/2024

Country: USA

Ticker: BKR

Record Date: 03/22/2024

Meeting Type: Annual

Primary Security ID: 05722G100

Shares Voted: 4,019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director W. Geoffrey Beattie	Mgmt	For	For	For
1.2	Elect Director Abdulaziz M. Al Gudaimi	Mgmt	For	For	For
1.3	Elect Director Gregory D. Brenneman	Mgmt	For	For	For
1.4	Elect Director Cynthia B. Carroll	Mgmt	For	For	For
1.5	Elect Director Michael R. Dumais	Mgmt	For	For	For
1.6	Elect Director Lynn L. Elsenhans	Mgmt	For	For	For
1.7	Elect Director John G. Rice	Mgmt	For	For	For
1.8	Elect Director Lorenzo Simonelli	Mgmt	For	For	For
1.9	Elect Director Mohsen M. Sohi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	For	For	For
6	Amend Certificate of Incorporation	Mgmt	For	For	For

Celanese Corporation

Meeting Date: 05/13/2024

Country: USA

Ticker: CE

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 150870103

Celanese Corporation

Shares Voted: 405

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Edward G. Galante	Mgmt	For	For	For
1b	Elect Director Timothy Go	Mgmt	For	For	For
1c	Elect Director Kathryn M. Hill	Mgmt	For	For	For
1d	Elect Director David F. Hoffmeister	Mgmt	For	For	For
1e	Elect Director Jay V. Ihlenfeld	Mgmt	For	For	For
1f	Elect Director Deborah J. Kissire	Mgmt	For	For	For
1g	Elect Director Michael Koenig	Mgmt	For	For	For
1h	Elect Director Ganesh Moorthy	Mgmt	For	For	For
1i	Elect Director Kim K.W. Rucker	Mgmt	For	For	For
1j	Elect Director Lori J. Ryerkerk	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For

DraftKings Inc.

Meeting Date: 05/13/2024Country: USATicker: DKNG

Record Date: 03/14/2024Meeting Type: Annual

Primary Security ID: 26142V105

Shares Voted: 1,827

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jason D. Robins	Mgmt	For	Withhold	Withhold
1.2	Elect Director Harry Evans Sloan	Mgmt	For	For	For
1.3	Elect Director Matthew Kalish	Mgmt	For	For	For
1.4	Elect Director Paul Liberman	Mgmt	For	For	For
1.5	Elect Director Woodrow H. Levin	Mgmt	For	Withhold	Withhold
1.6	Elect Director Jocelyn Moore	Mgmt	For	For	For
1.7	Elect Director Ryan R. Moore	Mgmt	For	For	For
1.8	Elect Director Valerie Mosley	Mgmt	For	Withhold	Withhold
1.9	Elect Director Steven J. Murray	Mgmt	For	For	For
1.10	Elect Director Marni M. Walden	Mgmt	For	Withhold	Withhold
2	Ratify BDO USA, P.C. as Auditors	Mgmt	For	For	For

DraftKings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Report on Political Contributions and Expenditures	SH	Against	For	For

International Paper Company

Meeting Date: 05/13/2024Country: USATicker: IP

Record Date: 03/15/2024Meeting Type: Annual

Primary Security ID: 460146103

Shares Voted: 1,289

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher M. Connor	Mgmt	For	For	For
1b	Elect Director Ahmet C. Dorduncu	Mgmt	For	For	For
1c	Elect Director Ilene S. Gordon	Mgmt	For	For	For
1d	Elect Director Anders Gustafsson	Mgmt	For	For	For
1e	Elect Director Jacqueline C. Hinman	Mgmt	For	For	For
1f	Elect Director Clinton A. Lewis, Jr.	Mgmt	For	For	For
1g	Elect Director Kathryn D. Sullivan	Mgmt	For	Against	Against
1h	Elect Director Mark S. Sutton	Mgmt	For	For	For
1i	Elect Director Anton V. Vincent	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
6	Report on the Company's LGBTQ+ Equity and Inclusion Efforts	SH	Against	For	For

NiSource Inc.

Meeting Date: 05/13/2024Country: USATicker: NI

Record Date: 03/18/2024Meeting Type: Annual

Primary Security ID: 65473P105

Shares Voted: 1,618

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter A. Altabef	Mgmt	For	For	For
1b	Elect Director Sondra L. Barbour	Mgmt	For	For	For
1c	Elect Director Theodore H. Bunting, Jr.	Mgmt	For	For	For
1d	Elect Director Eric L. Butler	Mgmt	For	For	For
1e	Elect Director Deborah A. Henretta	Mgmt	For	For	For
1f	Elect Director Deborah A. P. Hersman	Mgmt	For	For	For
1g	Elect Director Michael E. Jesanis	Mgmt	For	For	For
1h	Elect Director William D. Johnson	Mgmt	For	For	For
1i	Elect Director Kevin T. Kabat	Mgmt	For	For	For
1j	Elect Director Cassandra S. Lee	Mgmt	For	For	For
1k	Elect Director John McAvoy	Mgmt	For	For	For
1l	Elect Director Lloyd M. Yates	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Amend Bylaw regarding Stockholder Approval of Director Compensation	SH	Against	Against	Against

RenaissanceRe Holdings Ltd.

Meeting Date: 05/13/2024Country: BermudaTicker: RNR
Record Date: 03/12/2024Meeting Type: Annual
Primary Security ID: G7496G103

Shares Voted: 190

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian G. J. Gray	Mgmt	For	For	For
1b	Elect Director Duncan P. Hennes	Mgmt	For	For	For
1c	Elect Director Kevin J. O'Donnell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Approve PricewaterhouseCoopers Ltd. as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

3M Company

Meeting Date: 05/14/2024

Record Date: 03/19/2024

Primary Security ID: 88579Y101

Country: USA

Meeting Type: Annual

Ticker: MMM

Shares Voted: 2,206

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas "Tony" K. Brown	Mgmt	For	For	For
1b	Elect Director William M. Brown	Mgmt	For	For	For
1c	Elect Director Audrey Choi	Mgmt	For	For	For
1d	Elect Director Anne H. Chow	Mgmt	For	For	For
1e	Elect Director David B. Dillon	Mgmt	For	For	For
1f	Elect Director James R. Fitterling	Mgmt	For	For	For
1g	Elect Director Amy E. Hood	Mgmt	For	For	For
1h	Elect Director Suzan Kereere	Mgmt	For	For	For
1i	Elect Director Gregory R. Page	Mgmt	For	For	For
1j	Elect Director Pedro J. Pizarro	Mgmt	For	For	For
1k	Elect Director Michael F. Roman	Mgmt	For	For	For
1l	Elect Director Thomas W. Sweet	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Adopt Share Retention Policy For Senior Executives	SH	Against	Against	Against

Alexandria Real Estate Equities, Inc.

Meeting Date: 05/14/2024

Record Date: 03/28/2024

Primary Security ID: 015271109

Country: USA

Meeting Type: Annual

Ticker: ARE

Shares Voted: 686

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joel S. Marcus	Mgmt	For	For	For
1b	Elect Director Steven R. Hash	Mgmt	For	For	For
1c	Elect Director James P. Cain	Mgmt	For	Against	Against
1d	Elect Director Cynthia L. Feldmann	Mgmt	For	For	For
1e	Elect Director Maria C. Freire	Mgmt	For	Against	Against
1f	Elect Director Richard H. Klein	Mgmt	For	For	For

Alexandria Real Estate Equities, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Sheila K. McGrath	Mgmt	For	For	For
1h	Elect Director Michael A. Woronoff	Mgmt	For	Against	Against
2	Amend Restricted Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Centene Corporation

Meeting Date: 05/14/2024	Country: USA	Ticker: CNC
Record Date: 03/15/2024	Meeting Type: Annual	
Primary Security ID: 15135B101		

Shares Voted: 2,087

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jessica L. Blume	Mgmt	For	For	For
1b	Elect Director Kenneth A. Burdick	Mgmt	For	For	For
1c	Elect Director Christopher J. Coughlin	Mgmt	For	For	For
1d	Elect Director H. James Dallas	Mgmt	For	For	For
1e	Elect Director Wayne S. DeVeydt	Mgmt	For	For	For
1f	Elect Director Frederick H. Eppinger	Mgmt	For	For	For
1g	Elect Director Monte E. Ford	Mgmt	For	For	For
1h	Elect Director Sarah M. London	Mgmt	For	For	For
1i	Elect Director Lori J. Robinson	Mgmt	For	For	For
1j	Elect Director Theodore R. Samuels	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	SH	Against	For	For

ConocoPhillips

Meeting Date: 05/14/2024	Country: USA	Ticker: COP
Record Date: 03/18/2024	Meeting Type: Annual	
Primary Security ID: 20825C104		

Shares Voted: 4,647

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dennis V. Arriola	Mgmt	For	For	For
1b	Elect Director Gay Huey Evans	Mgmt	For	For	For
1c	Elect Director Jeffrey A. Joerres	Mgmt	For	For	For
1d	Elect Director Ryan M. Lance	Mgmt	For	For	For
1e	Elect Director Timothy A. Leach	Mgmt	For	For	For
1f	Elect Director William H. McRaven	Mgmt	For	For	For
1g	Elect Director Sharmila Mulligan	Mgmt	For	For	For
1h	Elect Director Eric D. Mullins	Mgmt	For	Against	Against
1i	Elect Director Arjun N. Murti	Mgmt	For	For	For
1j	Elect Director Robert A. Niblock	Mgmt	For	For	For
1k	Elect Director David T. Seaton	Mgmt	For	For	For
1l	Elect Director R.A. Walker	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Supermajority Vote Requirement	SH	For	For	For
5	Revisit Pay Incentives for GHG Emission Reductions	SH	Against	Against	Against

Cummins Inc.

Meeting Date: 05/14/2024Country: USATicker: CMI
Record Date: 03/21/2024Meeting Type: Annual
Primary Security ID: 231021106

Shares Voted: 543

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Jennifer W. Rumsey	Mgmt	For	For	For
2	Elect Director Gary L. Belske	Mgmt	For	For	For
3	Elect Director Robert J. Bernhard	Mgmt	For	For	For
4	Elect Director Bruno V. Di Leo Allen	Mgmt	For	For	For
5	Elect Director Daniel W. Fisher	Mgmt	For	For	For
6	Elect Director Carla A. Harris	Mgmt	For	For	For
7	Elect Director Thomas J. Lynch	Mgmt	For	For	For
8	Elect Director William I. Miller	Mgmt	For	For	For

Cummins Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Elect Director Kimberly A. Nelson	Mgmt	For	For	For
10	Elect Director Karen H. Quintos	Mgmt	For	For	For
11	Elect Director John H. Stone	Mgmt	For	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
13	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Require Independent Board Chair	SH	Against	For	For
15	Disclose Plan to Link Executive Compensation to GHG Emissions Reduction Goals	SH	Against	For	For

Essex Property Trust, Inc.

Meeting Date: 05/14/2024Country: USATicker: ESS

Record Date: 03/01/2024Meeting Type: Annual

Primary Security ID: 297178105

Shares Voted: 240

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John V. Arabia	Mgmt	For	For	For
1b	Elect Director Keith R. Guericke	Mgmt	For	For	For
1c	Elect Director Anne B. Gust	Mgmt	For	For	For
1d	Elect Director Maria R. Hawthorne	Mgmt	For	For	For
1e	Elect Director Amal M. Johnson	Mgmt	For	For	For
1f	Elect Director Mary Kasaris	Mgmt	For	For	For
1g	Elect Director Angela L. Kleiman	Mgmt	For	For	For
1h	Elect Director Irving F. Lyons, III	Mgmt	For	For	For
1i	Elect Director George M. Marcus	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Honeywell International Inc.

Meeting Date: 05/14/2024Country: USATicker: HON

Record Date: 03/22/2024Meeting Type: Annual

Primary Security ID: 438516106

Honeywell International Inc.

Shares Voted: 2,633

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For	For
1b	Elect Director Duncan B. Angove	Mgmt	For	For	For
1c	Elect Director William S. Ayer	Mgmt	For	Against	Against
1d	Elect Director Kevin Burke	Mgmt	For	For	For
1e	Elect Director D. Scott Davis	Mgmt	For	For	For
1f	Elect Director Deborah Flint	Mgmt	For	For	For
1g	Elect Director Vimal Kapur	Mgmt	For	For	For
1h	Elect Director Michael W. Lamach	Mgmt	For	For	For
1i	Elect Director Rose Lee	Mgmt	For	For	For
1j	Elect Director Grace Lieblein	Mgmt	For	For	For
1k	Elect Director Robin L. Washington	Mgmt	For	For	For
1l	Elect Director Robin Watson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For

Knight-Swift Transportation Holdings Inc.

Meeting Date: 05/14/2024Country: USATicker: KNX

Record Date: 03/18/2024Meeting Type: Annual

Primary Security ID: 499049104

Shares Voted: 590

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy Boerger	Mgmt	For	For	For
1b	Elect Director Reid Dove	Mgmt	For	For	For
1c	Elect Director Michael Garnreiter	Mgmt	For	For	For
1d	Elect Director Louis Hobson	Mgmt	For	For	For
1e	Elect Director Gary Knight	Mgmt	For	For	For
1f	Elect Director Kevin Knight	Mgmt	For	For	For
1g	Elect Director Adam Miller	Mgmt	For	For	For
1h	Elect Director Kathryn Munro	Mgmt	For	For	For
1i	Elect Director Jessica Powell	Mgmt	For	For	For

Knight-Swift Transportation Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Roberta Roberts Shank	Mgmt	For	For	For
1k	Elect Director Robert Synowicki, Jr.	Mgmt	For	For	For
1l	Elect Director David Vander Ploeg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For
4	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	For	For

Laboratory Corporation of America Holdings

Meeting Date: 05/14/2024

Country: USA

Ticker: LH

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: 504922105

Shares Voted: 339

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kerrii B. Anderson	Mgmt	For	For	For
1b	Elect Director Jeffrey A. Davis	Mgmt	For	For	For
1c	Elect Director D. Gary Gilliland	Mgmt	For	For	For
1d	Elect Director Kirsten M. Kliphouse	Mgmt	For	For	For
1e	Elect Director Garheng Kong	Mgmt	For	For	For
1f	Elect Director Peter M. Neupert	Mgmt	For	For	For
1g	Elect Director Richelle P. Parham	Mgmt	For	For	For
1h	Elect Director Paul B. Rothman	Mgmt	For	For	For
1i	Elect Director Adam H. Schechter	Mgmt	For	For	For
1j	Elect Director Kathryn E. Wengel	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
5	Report on Transport of Nonhuman Primates Within the U.S.	SH	Against	Against	Against
6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	For	For

Loews Corporation

Meeting Date: 05/14/2024Country: USATicker: L

Record Date: 03/19/2024Meeting Type: Annual

Primary Security ID: 540424108

Shares Voted: 731

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Ann E. Berman	Mgmt	For	For	For
1B	Elect Director Charles D. Davidson	Mgmt	For	For	For
1C	Elect Director Charles M. Diker	Mgmt	For	For	For
1D	Elect Director Paul J. Fribourg	Mgmt	For	For	For
1E	Elect Director Walter L. Harris	Mgmt	For	For	For
1F	Elect Director Jonathan C. Locker	Mgmt	For	For	For
1G	Elect Director Susan P. Peters	Mgmt	For	For	For
1H	Elect Director Andrew H. Tisch	Mgmt	For	For	For
1I	Elect Director James S. Tisch	Mgmt	For	For	For
1J	Elect Director Jonathan M. Tisch	Mgmt	For	For	For
1K	Elect Director Anthony Walters	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Motorola Solutions, Inc.

Meeting Date: 05/14/2024Country: USATicker: MSI

Record Date: 03/15/2024Meeting Type: Annual

Primary Security ID: 620076307

Shares Voted: 650

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory Q. Brown	Mgmt	For	For	For
1b	Elect Director Nicole Anasenes	Mgmt	For	For	For
1c	Elect Director Kenneth D. Denman	Mgmt	For	For	For
1d	Elect Director Ayanna M. Howard	Mgmt	For	For	For
1e	Elect Director Clayton M. Jones	Mgmt	For	For	For
1f	Elect Director Judy C. Lewent	Mgmt	For	For	For
1g	Elect Director Gregory K. Mondre	Mgmt	For	For	For
1h	Elect Director Joseph M. Tucci	Mgmt	For	For	For

Motorola Solutions, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For	For

Prudential Financial, Inc.

Meeting Date: 05/14/2024Country: USATicker: PRU

Record Date: 03/15/2024Meeting Type: Annual

Primary Security ID: 744320102

Shares Voted: 1,413

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gilbert F. Casellas	Mgmt	For	For	For
1.2	Elect Director Robert M. Falzon	Mgmt	For	For	For
1.3	Elect Director Martina Hund-Mejean	Mgmt	For	For	For
1.4	Elect Director Wendy E. Jones	Mgmt	For	For	For
1.5	Elect Director Charles F. Lowrey	Mgmt	For	For	For
1.6	Elect Director Kathleen A. Murphy	Mgmt	For	For	For
1.7	Elect Director Sandra Pianalto	Mgmt	For	For	For
1.8	Elect Director Christine A. Poon	Mgmt	For	For	For
1.9	Elect Director Douglas A. Scovanner	Mgmt	For	For	For
1.10	Elect Director Michael A. Todman	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Require Independent Board Chair	SH	Against	For	For

Skyworks Solutions, Inc.

Meeting Date: 05/14/2024Country: USATicker: SWKS

Record Date: 03/20/2024Meeting Type: Annual

Primary Security ID: 83088M102

Shares Voted: 638

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alan S. Batey	Mgmt	For	For	For
1b	Elect Director Kevin L. Beebe	Mgmt	For	For	For
1c	Elect Director Liam K. Griffin	Mgmt	For	For	For
1d	Elect Director Eric J. Guerin	Mgmt	For	For	For
1e	Elect Director Christine King	Mgmt	For	For	For
1f	Elect Director Suzanne E. McBride	Mgmt	For	For	For
1g	Elect Director David P. McGlade	Mgmt	For	For	For
1h	Elect Director Robert A. Schriesheim	Mgmt	For	For	For
1i	Elect Director Maryann Turcke	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement to Approve Mergers, Consolidations or Dispositions of Substantial Assets	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement to Approve Certain Business Combinations	Mgmt	For	For	For
6	Eliminate Supermajority Vote Requirement to Amend Charter Provisions Governing Directors	Mgmt	For	For	For
7	Eliminate Supermajority Vote Requirement to Amend Charter Provision Governing Action by Stockholders	Mgmt	For	For	For
8	Amend Omnibus Stock Plan	Mgmt	For	For	For
9	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
10	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
11	Adopt GHG Emissions Reduction Targets and Climate Transition Plan Aligned with the Paris Agreement Goal	SH	Against	For	For

Meeting Date: 05/14/2024

Record Date: 03/18/2024

Primary Security ID: 866674104

Country: USA

Meeting Type: Annual

Ticker: SUI

Sun Communities, Inc.

Shares Voted: 468

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gary A. Shiffman	Mgmt	For	For	For
1b	Elect Director Tonya Allen	Mgmt	For	For	For
1c	Elect Director Meghan G. Baivier	Mgmt	For	For	For
1d	Elect Director Stephanie W. Bergeron	Mgmt	For	For	For
1e	Elect Director Jeff T. Blau	Mgmt	For	For	For
1f	Elect Director Jerome W. Ehlinger	Mgmt	For	For	For
1g	Elect Director Brian M. Hermelin	Mgmt	For	For	For
1h	Elect Director Craig A. Leupold	Mgmt	For	For	For
1i	Elect Director Clunet R. Lewis	Mgmt	For	For	For
1j	Elect Director Arthur A. Weiss	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For

The Allstate Corporation

Meeting Date: 05/14/2024

Record Date: 03/18/2024

Primary Security ID: 020002101

Country: USA

Meeting Type: Annual

Ticker: ALL

Shares Voted: 1,024

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald E. Brown	Mgmt	For	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For	For
1c	Elect Director Richard T. Hume	Mgmt	For	For	For
1d	Elect Director Margaret M. Keane	Mgmt	For	For	For
1e	Elect Director Siddharth N. (Bobby) Mehta	Mgmt	For	For	For
1f	Elect Director Maria Morris	Mgmt	For	For	For
1g	Elect Director Jacques P. Perold	Mgmt	For	For	For
1h	Elect Director Andrea Redmond	Mgmt	For	For	For
1i	Elect Director Gregg M. Sherrill	Mgmt	For	For	For
1j	Elect Director Judith A. Sprieser	Mgmt	For	For	For
1k	Elect Director Perry M. Traquina	Mgmt	For	For	For
1l	Elect Director Monica Turner	Mgmt	For	For	For

The Allstate Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director Thomas J. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For

Ventas, Inc.

Meeting Date: 05/14/2024

Record Date: 03/18/2024

Primary Security ID: 92276F100

Country: USA

Meeting Type: Annual

Ticker: VTR

Shares Voted: 1,499

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melody C. Barnes	Mgmt	For	For	For
1b	Elect Director Theodore R. Bigman	Mgmt	For	For	For
1c	Elect Director Debra A. Cafaro	Mgmt	For	For	For
1d	Elect Director Michael J. Embler	Mgmt	For	For	For
1e	Elect Director Matthew J. Lustig	Mgmt	For	For	For
1f	Elect Director Roxanne M. Martino	Mgmt	For	For	For
1g	Elect Director Marguerite M. Nader	Mgmt	For	For	For
1h	Elect Director Sean P. Nolan	Mgmt	For	For	For
1i	Elect Director Walter C. Rakowich	Mgmt	For	For	For
1j	Elect Director Joe V. Rodriguez, Jr.	Mgmt	For	For	For
1k	Elect Director Sumit Roy	Mgmt	For	For	For
1l	Elect Director Maurice S. Smith	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Waste Management, Inc.

Meeting Date: 05/14/2024

Record Date: 03/19/2024

Primary Security ID: 94106L109

Country: USA

Meeting Type: Annual

Ticker: WM

Waste Management, Inc.

Shares Voted: 1,467

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas L. Bene	Mgmt	For	For	For
1b	Elect Director Bruce E. Chinn	Mgmt	For	For	For
1c	Elect Director James C. Fish, Jr.	Mgmt	For	For	For
1d	Elect Director Andres R. Gluski	Mgmt	For	For	For
1e	Elect Director Victoria M. Holt	Mgmt	For	For	For
1f	Elect Director Kathleen M. Mazzarella	Mgmt	For	For	For
1g	Elect Director Sean E. Menke	Mgmt	For	For	For
1h	Elect Director William B. Plummer	Mgmt	For	For	For
1i	Elect Director Maryrose T. Sylvester	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For

American International Group, Inc.

Meeting Date: 05/15/2024Country: USATicker: AIG

Record Date: 03/18/2024Meeting Type: Annual

Primary Security ID: 026874784

Shares Voted: 2,646

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paola Bergamaschi	Mgmt	For	For	For
1b	Elect Director James Cole, Jr.	Mgmt	For	For	For
1c	Elect Director James (Jimmy) Dunne, III	Mgmt	For	For	For
1d	Elect Director John (Chris) Inglis	Mgmt	For	For	For
1e	Elect Director Linda A. Mills	Mgmt	For	For	For
1f	Elect Director Diana M. Murphy	Mgmt	For	For	For
1g	Elect Director Peter R. Porrino	Mgmt	For	For	For
1h	Elect Director John G. Rice	Mgmt	For	For	For
1i	Elect Director Vanessa A. Wittman	Mgmt	For	For	For
1j	Elect Director Peter Zaffino	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

American International Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For
5	Adopt Director Election Resignation Bylaw	SH	Against	Against	Against

American Water Works Company, Inc.

Meeting Date: 05/15/2024	Country: USA	Ticker: AWK
Record Date: 03/18/2024	Meeting Type: Annual	
Primary Security ID: 030420103		

Shares Voted: 763

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey N. Edwards	Mgmt	For	For	For
1b	Elect Director Martha Clark Goss	Mgmt	For	For	For
1c	Elect Director M. Susan Hardwick	Mgmt	For	For	For
1d	Elect Director Kimberly J. Harris	Mgmt	For	For	For
1e	Elect Director Laurie P. Havanec	Mgmt	For	For	For
1f	Elect Director Julia L. Johnson	Mgmt	For	For	For
1g	Elect Director Patricia L. Kampling	Mgmt	For	For	For
1h	Elect Director Karl F. Kurz	Mgmt	For	For	For
1i	Elect Director Michael L. Marberry	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Annaly Capital Management, Inc.

Meeting Date: 05/15/2024	Country: USA	Ticker: NLY
Record Date: 03/18/2024	Meeting Type: Annual	
Primary Security ID: 035710839		

Shares Voted: 1,955

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Francine J. Bovich	Mgmt	For	For	For
1b	Elect Director David L. Finkelstein	Mgmt	For	For	For
1c	Elect Director Thomas Hamilton	Mgmt	For	For	For

Annaly Capital Management, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Kathy Hopinkah Hannan	Mgmt	For	For	For
1e	Elect Director Michael Haylon	Mgmt	For	For	For
1f	Elect Director Martin Laguerre	Mgmt	For	For	For
1g	Elect Director Manon Laroche	Mgmt	For	For	For
1h	Elect Director Eric A. Reeves	Mgmt	For	For	For
1i	Elect Director John H. Schaefer	Mgmt	For	For	For
1j	Elect Director Glenn A. Votek	Mgmt	For	For	For
1k	Elect Director Scott Wede	Mgmt	For	For	For
1l	Elect Director Vicki Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

BlackRock, Inc.

Meeting Date: 05/15/2024Country: USATicker: BLK

Record Date: 03/21/2024Meeting Type: Annual

Primary Security ID: 09247X101

Shares Voted: 573

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela Daley	Mgmt	For	For	For
1b	Elect Director Laurence D. Fink	Mgmt	For	For	For
1c	Elect Director William E. Ford	Mgmt	For	For	For
1d	Elect Director Fabrizio Freda	Mgmt	For	For	For
1e	Elect Director Murry S. Gerber	Mgmt	For	For	For
1f	Elect Director Margaret "Peggy" L. Johnson	Mgmt	For	For	For
1g	Elect Director Robert S. Kapito	Mgmt	For	For	For
1h	Elect Director Cheryl D. Mills	Mgmt	For	For	For
1i	Elect Director Amin H. Nasser	Mgmt	For	For	For
1j	Elect Director Gordon M. Nixon	Mgmt	For	For	For
1k	Elect Director Kristin C. Peck	Mgmt	For	For	For
1l	Elect Director Charles H. Robbins	Mgmt	For	For	For
1m	Elect Director Marco Antonio Slim Domit	Mgmt	For	For	For
1n	Elect Director Hans E. Vestberg	Mgmt	For	For	For
1o	Elect Director Susan L. Wagner	Mgmt	For	For	For

BlackRock, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1p	Elect Director Mark Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	For	For
7	Report on Proxy Voting Record and Policies for Climate Change-Related Proposals	SH	Against	For	For

Bunge Global SA

Meeting Date: 05/15/2024	Country: Switzerland	Ticker: BG
Record Date: 04/25/2024	Meeting Type: Annual	
Primary Security ID: H11356104		

Shares Voted: 579					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For	For
3	Approve Dividends of USD 2.72 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5a	Elect Director Eliane Aleixo Lustosa de Andrade	Mgmt	For	For	For
5b	Elect Director Sheila Bair	Mgmt	For	For	For
5c	Elect Director Carol Browner	Mgmt	For	Against	Against
5d	Elect Director Gregory Heckman	Mgmt	For	For	For
5e	Elect Director Bernardo Hees	Mgmt	For	For	For
5f	Elect Director Michael Kobori	Mgmt	For	For	For
5g	Elect Director Monica McGurk	Mgmt	For	For	For
5h	Elect Director Kenneth Simril	Mgmt	For	For	For
5i	Elect Director Henry "Jay" Winship	Mgmt	For	For	For
5j	Elect Director Mark Zenuk	Mgmt	For	For	For
5k	Elect Director Adrian Isman	Mgmt	For	For	For

Bunge Global SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5l	Elect Director Anne Jensen	Mgmt	For	For	For
5m	Elect Director Christopher Mahoney	Mgmt	For	For	For
5n	Elect Director Markus Walt	Mgmt	For	For	For
6a	Reelect Mark Zenuk as Board Chairman	Mgmt	For	For	For
7a	Reelect Bernardo Hees as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7b	Reelect Kenneth Simril as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7c	Reelect Henry "Jay" Winship as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
8	Approve Omnibus Stock Plan	Mgmt	For	For	For
9	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
10a	Approve Remuneration of Directors in the Amount of USD 5.1 million	Mgmt	For	For	For
10b	Approve Remuneration of Executive Committee in the Amount of USD 37.5 million for Fiscal Year 2025	Mgmt	For	For	For
10c	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Non-Financial Report	Mgmt	For	For	For
12	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	For	For	For
13	Appoint Deloitte & Touche LLP as Auditor and Reelect Deloitte SA as Swiss Statutory Auditor	Mgmt	For	For	For
A	Other Business	Mgmt	For	Against	Against

Elevance Health, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: ELV

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 036752103

Shares Voted: 874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lewis Hay, III	Mgmt	For	For	For
1.2	Elect Director Antonio F. Neri	Mgmt	For	For	For
1.3	Elect Director Ramiro G. Peru	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Elevance Health, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against	Against

Enphase Energy, Inc.

Meeting Date: 05/15/2024Country: USATicker: ENPH

Record Date: 03/19/2024Meeting Type: Annual

Primary Security ID: 29355A107

Shares Voted: 545

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Badrinarayanan Kothandaraman	Mgmt	For	For	For
1.2	Elect Director Joseph Malchow	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Everest Group, Ltd.

Meeting Date: 05/15/2024Country: BermudaTicker: EG

Record Date: 03/18/2024Meeting Type: Annual

Primary Security ID: G3223R108

Shares Voted: 168

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John J. Amore	Mgmt	For	For	For
1.2	Elect Director Juan C. Andrade	Mgmt	For	For	For
1.3	Elect Director William F. Galtney, Jr.	Mgmt	For	For	For
1.4	Elect Director John A. Graf	Mgmt	For	For	For
1.5	Elect Director Meryl Hartzband	Mgmt	For	For	For
1.6	Elect Director Gerri Losquadro	Mgmt	For	For	For
1.7	Elect Director Hazel McNeilage	Mgmt	For	For	For
1.8	Elect Director Roger M. Singer	Mgmt	For	For	For
1.9	Elect Director Joseph V. Taranto	Mgmt	For	For	For

Everest Group, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Fiserv, Inc.

Meeting Date: 05/15/2024Country: USATicker: FI

Record Date: 03/18/2024Meeting Type: Annual

Primary Security ID: 337738108

Shares Voted: 2,144					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank J. Bisignano	Mgmt	For	For	For
1.2	Elect Director Henrique de Castro	Mgmt	For	For	For
1.3	Elect Director Harry F. DiSimone	Mgmt	For	For	For
1.4	Elect Director Lance M. Fritz	Mgmt	For	For	For
1.5	Elect Director Ajei S. Gopal	Mgmt	For	For	For
1.6	Elect Director Wafaa Mamilli	Mgmt	For	For	For
1.7	Elect Director Heidi G. Miller	Mgmt	For	For	For
1.8	Elect Director Doyle R. Simons	Mgmt	For	For	For
1.9	Elect Director Kevin M. Warren	Mgmt	For	For	For
1.10	Elect Director Charlotte B. Yarkoni	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Halliburton Company

Meeting Date: 05/15/2024Country: USATicker: HAL

Record Date: 03/18/2024Meeting Type: Annual

Primary Security ID: 406216101

Shares Voted: 3,503					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Al Khayyal	Mgmt	For	For	For
1b	Elect Director William E. Albrecht	Mgmt	For	For	For
1c	Elect Director M. Katherine Banks	Mgmt	For	For	For

Halliburton Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Alan M. Bennett	Mgmt	For	For	For
1e	Elect Director Earl M. Cummings	Mgmt	For	For	For
1f	Elect Director Murry S. Gerber	Mgmt	For	For	For
1g	Elect Director Robert A. Malone	Mgmt	For	For	For
1h	Elect Director Jeffrey A. Miller	Mgmt	For	For	For
1i	Elect Director Bhavesh V. (Bob) Patel	Mgmt	For	For	For
1j	Elect Director Maurice S. Smith	Mgmt	For	For	For
1k	Elect Director Janet L. Weiss	Mgmt	For	For	For
1l	Elect Director Tobi M. Edwards Young	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Hess Corporation

Meeting Date: 05/15/2024

Record Date: 03/27/2024

Primary Security ID: 42809H107

Country: USA

Meeting Type: Annual

Ticker: HES

Shares Voted: 1,111

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence J. Checki	Mgmt	For	For	For
1b	Elect Director Leonard S. Coleman, Jr.	Mgmt	For	For	For
1c	Elect Director Lisa Glatch	Mgmt	For	For	For
1d	Elect Director John B. Hess	Mgmt	For	For	For
1e	Elect Director Edith E. Holiday	Mgmt	For	For	For
1f	Elect Director Marc S. Lipschultz	Mgmt	For	For	For
1g	Elect Director Raymond J. McGuire	Mgmt	For	For	For
1h	Elect Director David McManus	Mgmt	For	For	For
1i	Elect Director Kevin O. Meyers	Mgmt	For	For	For
1j	Elect Director Karyn F. Ovelmen	Mgmt	For	For	For
1k	Elect Director James H. Quigley	Mgmt	For	For	For
1l	Elect Director William G. Schrader	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Hilton Worldwide Holdings Inc.

Meeting Date: 05/15/2024

Record Date: 03/22/2024

Primary Security ID: 43300A203

Country: USA

Meeting Type: Annual

Ticker: HLT

Shares Voted: 945

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher J. Nassetta	Mgmt	For	For	For
1b	Elect Director Jonathan D. Gray	Mgmt	For	For	For
1c	Elect Director Charlene T. Begley	Mgmt	For	For	For
1d	Elect Director Chris Carr	Mgmt	For	For	For
1e	Elect Director Melanie L. Healey	Mgmt	For	For	For
1f	Elect Director Raymond E. Mabus, Jr.	Mgmt	For	For	For
1g	Elect Director Judith A. McHale	Mgmt	For	For	For
1h	Elect Director Elizabeth A. Smith	Mgmt	For	For	For
1i	Elect Director Douglas M. Steenland	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Host Hotels & Resorts, Inc.

Meeting Date: 05/15/2024

Record Date: 03/18/2024

Primary Security ID: 44107P104

Country: USA

Meeting Type: Annual

Ticker: HST

Shares Voted: 2,606

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mary L. Baglivo	Mgmt	For	For	For
1.2	Elect Director Herman E. Bulls	Mgmt	For	For	For
1.3	Elect Director Diana M. Laing	Mgmt	For	For	For
1.4	Elect Director Richard E. Marriott	Mgmt	For	For	For
1.5	Elect Director Mary Hogan Preusse	Mgmt	For	For	For
1.6	Elect Director Walter C. Rakowich	Mgmt	For	For	For
1.7	Elect Director James F. Risoleo	Mgmt	For	For	For
1.8	Elect Director Gordon H. Smith	Mgmt	For	For	For
1.9	Elect Director A. William Stein	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Host Hotels & Resorts, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

Invitation Homes, Inc.

Meeting Date: 05/15/2024

Record Date: 03/20/2024

Primary Security ID: 46187W107

Country: USA

Meeting Type: Annual

Ticker: INVH

Shares Voted: 2,361

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael D. Fascitelli	Mgmt	For	For	For
1.2	Elect Director Dallas B. Tanner	Mgmt	For	For	For
1.3	Elect Director Jana Cohen Barbe	Mgmt	For	For	For
1.4	Elect Director Richard D. Bronson	Mgmt	For	For	For
1.5	Elect Director Jeffrey E. Kelter	Mgmt	For	For	For
1.6	Elect Director Joseph D. Margolis	Mgmt	For	For	For
1.7	Elect Director John B. Rhea	Mgmt	For	For	For
1.8	Elect Director Janice L. Sears	Mgmt	For	For	For
1.9	Elect Director Frances Aldrich Sevilla-Sacasa	Mgmt	For	For	For
1.10	Elect Director Keith D. Taylor	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

KBR, Inc.

Meeting Date: 05/15/2024

Record Date: 03/20/2024

Primary Security ID: 48242W106

Country: USA

Meeting Type: Annual

Ticker: KBR

Shares Voted: 537

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark E. Baldwin	Mgmt	For	For	For
1b	Elect Director Stuart J. B. Bradie	Mgmt	For	For	For
1c	Elect Director Joseph Dominguez	Mgmt	For	For	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1e	Elect Director Lester L. Lyles	Mgmt	For	For	For

KBR, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director John A. Manzoni	Mgmt	For	For	For
1g	Elect Director Wendy M. Masiello	Mgmt	For	For	For
1h	Elect Director Jack B. Moore	Mgmt	For	For	For
1i	Elect Director Ann D. Pickard	Mgmt	For	For	For
1j	Elect Director Carlos A. Sabater	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Molson Coors Beverage Company

Meeting Date: 05/15/2024Country: USATicker: TAP

Record Date: 03/22/2024Meeting Type: Annual

Primary Security ID: 60871R209

Shares Voted: 711

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roger G. Eaton	Mgmt	For	For	For
1.2	Elect Director Charles M. Herington	Mgmt	For	For	For
1.3	Elect Director H. Sanford Riley	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Northrop Grumman Corporation

Meeting Date: 05/15/2024Country: USATicker: NOC

Record Date: 03/19/2024Meeting Type: Annual

Primary Security ID: 666807102

Shares Voted: 601

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathy J. Warden	Mgmt	For	For	For
1b	Elect Director David P. Abney	Mgmt	For	For	For
1c	Elect Director Marianne C. Brown	Mgmt	For	For	For
1d	Elect Director Ann M. Fudge	Mgmt	For	For	For
1e	Elect Director Madeleine A. Kleiner	Mgmt	For	For	For
1f	Elect Director Arvind Krishna	Mgmt	For	For	For
1g	Elect Director Graham N. Robinson	Mgmt	For	For	For

Northrop Grumman Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Kimberly A. Ross	Mgmt	For	For	For
1i	Elect Director Gary Roughead	Mgmt	For	For	For
1j	Elect Director Thomas M. Schoewe	Mgmt	For	For	For
1k	Elect Director James S. Turley	Mgmt	For	For	For
1l	Elect Director Mark A. Welsh, III	Mgmt	For	For	For
1m	Elect Director Mary A. Winston	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Congruency of Political Spending with Company Stated Values on Human Rights	SH	Against	For	For
7	Require Independent Board Chair	SH	Against	For	For

Old Dominion Freight Line, Inc.

Meeting Date: 05/15/2024Country: USATicker: ODFL

Record Date: 03/07/2024Meeting Type: Annual

Primary Security ID: 679580100

Shares Voted: 372					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sherry A. Aaholm	Mgmt	For	For	For
1.2	Elect Director David S. Congdon	Mgmt	For	For	For
1.3	Elect Director John R. Congdon, Jr.	Mgmt	For	For	For
1.4	Elect Director Andrew S. Davis	Mgmt	For	For	For
1.5	Elect Director Kevin M. Freeman	Mgmt	For	For	For
1.6	Elect Director Bradley R. Gabosch	Mgmt	For	For	For
1.7	Elect Director Greg C. Gantt	Mgmt	For	For	For
1.8	Elect Director John D. Kasarda	Mgmt	For	For	For
1.9	Elect Director Cheryl S. Miller	Mgmt	For	For	For
1.10	Elect Director Wendy T. Stallings	Mgmt	For	For	For
1.11	Elect Director Thomas A. Stith, III	Mgmt	For	For	For
1.12	Elect Director Leo H. Suggs	Mgmt	For	For	For

Old Dominion Freight Line, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Increase Authorized Common Stock	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For

Phillips 66

Meeting Date: 05/15/2024Country: USATicker: PSX

Record Date: 03/20/2024Meeting Type: Annual

Primary Security ID: 718546104

Shares Voted: 1,714

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Julie L. Bushman	Mgmt	For	Against	Against
1b	Elect Director Lisa A. Davis	Mgmt	For	Against	Against
1c	Elect Director Mark E. Lashier	Mgmt	For	Against	Against
1d	Elect Director Douglas T. Terreson	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Impacts of a Significant Reduction in Virgin Plastic Demand	SH	Against	For	For

PPL Corporation

Meeting Date: 05/15/2024Country: USATicker: PPL

Record Date: 02/28/2024Meeting Type: Annual

Primary Security ID: 69351T106

Shares Voted: 2,888

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Arthur P. Beattie	Mgmt	For	For	For
1b	Elect Director Raja Rajamannar	Mgmt	For	For	For
1c	Elect Director Heather B. Redman	Mgmt	For	For	For
1d	Elect Director Craig A. Rogerson	Mgmt	For	For	For
1e	Elect Director Vincent Sorgi	Mgmt	For	For	For
1f	Elect Director Linda G. Sullivan	Mgmt	For	For	For

PPL Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Natica von Althann	Mgmt	For	For	For
1h	Elect Director Keith H. Williamson	Mgmt	For	For	For
1i	Elect Director Phoebe A. Wood	Mgmt	For	For	For
1j	Elect Director Armando Zagalo de Lima	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Reliance, Inc.

Meeting Date: 05/15/2024	Country: USA	Ticker: RS
Record Date: 03/28/2024	Meeting Type: Annual	
Primary Security ID: 759509102		

Shares Voted: 229

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lisa L. Baldwin	Mgmt	For	For	For
1b	Elect Director Karen W. Colonias	Mgmt	For	For	For
1c	Elect Director Frank J. Dellaquila	Mgmt	For	For	For
1d	Elect Director Mark V. Kaminski	Mgmt	For	For	For
1e	Elect Director Karla R. Lewis	Mgmt	For	For	For
1f	Elect Director Robert A. McEvoy	Mgmt	For	For	For
1g	Elect Director David W. Seeger	Mgmt	For	For	For
1h	Elect Director Douglas W. Stotlar	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Robert Half Inc.

Meeting Date: 05/15/2024	Country: USA	Ticker: RHI
Record Date: 03/25/2024	Meeting Type: Annual	
Primary Security ID: 770323103		

Shares Voted: 417

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jana L. Barsten	Mgmt	For	For	For

Robert Half Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Julia L. Coronado	Mgmt	For	For	For
1c	Elect Director Dirk A. Kempthorne	Mgmt	For	For	For
1d	Elect Director Harold M. Messmer, Jr.	Mgmt	For	For	For
1e	Elect Director Marc H. Morial	Mgmt	For	For	For
1f	Elect Director Robert J. Pace	Mgmt	For	For	For
1g	Elect Director Frederick A. Richman	Mgmt	For	For	For
1h	Elect Director M. Keith Waddell	Mgmt	For	For	For
1i	Elect Director Marnie H. Wilking	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Southwest Airlines Co.

Meeting Date: 05/15/2024Country: USATicker: LUV

Record Date: 03/19/2024Meeting Type: Annual

Primary Security ID: 844741108

Shares Voted: 2,371

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lisa M. Atherton	Mgmt	For	For	For
1b	Elect Director David W. Biegler	Mgmt	For	For	For
1c	Elect Director J. Veronica Biggins	Mgmt	For	For	For
1d	Elect Director Roy Blunt	Mgmt	For	For	For
1e	Elect Director Douglas H. Brooks	Mgmt	For	For	For
1f	Elect Director Eduardo F. Conrado	Mgmt	For	For	For
1g	Elect Director William H. Cunningham	Mgmt	For	For	For
1h	Elect Director Thomas W. Gilligan	Mgmt	For	For	For
1i	Elect Director David P. Hess	Mgmt	For	For	For
1j	Elect Director Robert E. Jordan	Mgmt	For	For	For
1k	Elect Director Gary C. Kelly	Mgmt	For	For	For
1l	Elect Director Elaine Mendoza	Mgmt	For	For	For
1m	Elect Director Christopher P. Reynolds	Mgmt	For	For	For
1n	Elect Director Jill A. Soltau	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For

Southwest Airlines Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Amend Clawback Policy	SH	Against	For	For
6	Adopt Majority Vote Cast to Remove Directors With or Without Cause	SH	Against	Against	Against

State Street Corporation

Meeting Date: 05/15/2024	Country: USA	Ticker: STT
Record Date: 03/18/2024	Meeting Type: Annual	
Primary Security ID: 857477103		

Shares Voted: 1,207

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick de Saint-Aignan	Mgmt	For	For	For
1b	Elect Director Marie A. Chandoha	Mgmt	For	For	For
1c	Elect Director DonnaLee A. DeMaio	Mgmt	For	For	For
1d	Elect Director Amelia C. Fawcett	Mgmt	For	For	For
1e	Elect Director William C. Freda	Mgmt	For	For	For
1f	Elect Director Sara Mathew	Mgmt	For	For	For
1g	Elect Director William L. Meaney	Mgmt	For	For	For
1h	Elect Director Ronald P. O'Hanley	Mgmt	For	For	For
1i	Elect Director Sean P. O'Sullivan	Mgmt	For	For	For
1j	Elect Director Julio A. Portalatin	Mgmt	For	For	For
1k	Elect Director John B. Rhea	Mgmt	For	For	For
1l	Elect Director Gregory L. Summe	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

The Hartford Financial Services Group, Inc.

Meeting Date: 05/15/2024	Country: USA	Ticker: HIG
Record Date: 03/18/2024	Meeting Type: Annual	
Primary Security ID: 416515104		

Shares Voted: 1,091

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry D. De Shon	Mgmt	For	For	For

The Hartford Financial Services Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Carlos Dominguez	Mgmt	For	For	For
1c	Elect Director Trevor Fetter	Mgmt	For	For	For
1d	Elect Director Donna A. James	Mgmt	For	For	For
1e	Elect Director Edmund Reese	Mgmt	For	For	For
1f	Elect Director Teresa Wynn Roseborough	Mgmt	For	For	For
1g	Elect Director Virginia P. Rueterholz	Mgmt	For	For	For
1h	Elect Director Christopher J. Swift	Mgmt	For	For	For
1i	Elect Director Matthew E. Winter	Mgmt	For	For	For
1j	Elect Director Greig Woodring	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

The Travelers Companies, Inc.

Meeting Date: 05/15/2024	Country: USA	Ticker: TRV
Record Date: 03/18/2024	Meeting Type: Annual	
Primary Security ID: 89417E109		

Shares Voted: 893

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Russell G. Golden	Mgmt	For	For	For
1b	Elect Director William J. Kane	Mgmt	For	For	For
1c	Elect Director Thomas B. Leonardi	Mgmt	For	For	For
1d	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1e	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For
1f	Elect Director Rafael Santana	Mgmt	For	For	For
1g	Elect Director Todd C. Schermerhorn	Mgmt	For	For	For
1h	Elect Director Alan D. Schnitzer	Mgmt	For	For	For
1i	Elect Director Laurie J. Thomsen	Mgmt	For	For	For
1j	Elect Director Bridget van Kralingen	Mgmt	For	For	For
1k	Elect Director David S. Williams	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

The Travelers Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Report on Methane Emissions	SH	Against	For	For
5	Report on GHG Emissions Associated with Underwriting and Insuring for High Carbon Sectors	SH	Against	For	For
6	Report on Human Rights Risk in Underwriting	SH	Against	For	For
7	Consider Pay Disparity Between CEO and Other Employees	SH	Against	Against	Against

Universal Health Services, Inc.

Meeting Date: 05/15/2024

Record Date: 03/18/2024

Primary Security ID: 913903100

Country: USA

Meeting Type: Annual

Ticker: UHS

Shares Voted: 230

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
2	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Declassify the Board of Directors	SH	Against	For	For

US Foods Holding Corp.

Meeting Date: 05/15/2024

Record Date: 03/18/2024

Primary Security ID: 912008109

Country: USA

Meeting Type: Annual

Ticker: USFD

Shares Voted: 956

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl A. Bachelder	Mgmt	For	For	For
1b	Elect Director Robert M. Dutkowsky	Mgmt	For	For	For
1c	Elect Director David E. Flitman	Mgmt	For	For	For
1d	Elect Director Marla Gottschalk	Mgmt	For	For	For
1e	Elect Director Sunil Gupta	Mgmt	For	For	For
1f	Elect Director Carl Andrew Pforzheimer	Mgmt	For	For	For
1g	Elect Director Quentin Roach	Mgmt	For	For	For

US Foods Holding Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director David M. Tehle	Mgmt	For	For	For
1i	Elect Director Ann E. Ziegler	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Valero Energy Corporation

Meeting Date: 05/15/2024

Country: USA

Ticker: VLO

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 91913Y100

Shares Voted: 1,330

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fred M. Diaz	Mgmt	For	For	For
1b	Elect Director H. Paulett Eberhart	Mgmt	For	For	For
1c	Elect Director Marie A. Ffolkes	Mgmt	For	For	For
1d	Elect Director Joseph W. Gorder	Mgmt	For	For	For
1e	Elect Director Kimberly S. Greene	Mgmt	For	For	For
1f	Elect Director Deborah P. Majoras	Mgmt	For	Against	Against
1g	Elect Director Eric D. Mullins	Mgmt	For	For	For
1h	Elect Director Robert A. Profusek	Mgmt	For	For	For
1i	Elect Director R. Lane Riggs	Mgmt	For	For	For
1j	Elect Director Randall J. Weisenburger	Mgmt	For	For	For
1k	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Verisk Analytics, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: VRSK

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 92345Y106

Shares Voted: 568

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent K. Brooks	Mgmt	For	For	For
1b	Elect Director Jeffrey Dailey	Mgmt	For	For	For
1c	Elect Director Bruce Hansen	Mgmt	For	For	For
1d	Elect Director Gregory Hendrick	Mgmt	For	For	For
1e	Elect Director Kathleen A. Hogenson	Mgmt	For	For	For
1f	Elect Director Wendy Lane	Mgmt	For	For	For
1g	Elect Director Samuel G. Liss	Mgmt	For	For	For
1h	Elect Director Lee M. Shavel	Mgmt	For	For	For
1i	Elect Director Olumide Soroye	Mgmt	For	For	For
1j	Elect Director Kimberly S. Stevenson	Mgmt	For	For	For
1k	Elect Director Therese M. Vaughan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For

Vertex Pharmaceuticals Incorporated

Meeting Date: 05/15/2024Country: USATicker: VRTX
Record Date: 03/18/2024Meeting Type: Annual
Primary Security ID: 92532F100

Shares Voted: 1,009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sangeeta Bhatia	Mgmt	For	For	For
1.2	Elect Director Lloyd Carney	Mgmt	For	For	For
1.3	Elect Director Alan Garber	Mgmt	For	For	For
1.4	Elect Director Reshma Kewalramani	Mgmt	For	For	For
1.5	Elect Director Michel Lagarde	Mgmt	For	For	For
1.6	Elect Director Jeffrey Leiden	Mgmt	For	For	For
1.7	Elect Director Diana McKenzie	Mgmt	For	For	For
1.8	Elect Director Bruce Sachs	Mgmt	For	For	For
1.9	Elect Director Jennifer Schneider	Mgmt	For	For	For
1.10	Elect Director Nancy Thornberry	Mgmt	For	For	For

Vertex Pharmaceuticals Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Suketu Upadhyay	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For

Anylam Pharmaceuticals, Inc.

Meeting Date: 05/16/2024	Country: USA	Ticker: ALNY
Record Date: 03/22/2024	Meeting Type: Annual	
Primary Security ID: 02043Q107		

Shares Voted: 486

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dennis A. Ausiello	Mgmt	For	For	For
1b	Elect Director Olivier Brandicourt	Mgmt	For	For	For
1c	Elect Director Peter N. Kellogg	Mgmt	For	For	For
1d	Elect Director David E.I. Pyott	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Altria Group, Inc.

Meeting Date: 05/16/2024	Country: USA	Ticker: MO
Record Date: 03/25/2024	Meeting Type: Annual	
Primary Security ID: 02209S103		

Shares Voted: 7,064

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ian L.T. Clarke	Mgmt	For	For	For
1b	Elect Director Marjorie M. Connelly	Mgmt	For	For	For
1c	Elect Director R. Matt Davis	Mgmt	For	For	For
1d	Elect Director William F. Gifford, Jr.	Mgmt	For	For	For
1e	Elect Director Debra J. Kelly-Ennis	Mgmt	For	For	For
1f	Elect Director Kathryn B. McQuade	Mgmt	For	For	For

Altria Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director George Munoz	Mgmt	For	For	For
1h	Elect Director Virginia E. Shanks	Mgmt	For	For	For
1i	Elect Director Ellen R. Strahlman	Mgmt	For	For	For
1j	Elect Director M. Max Yzaguirre	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Congruence of Political and Lobbying Expenditures	SH	Against	For	For
5	Report on Benefits of Extended Producer Responsibility Laws for Spent Tobacco Filters	SH	Against	For	For
6	Adopt Director Election Resignation Bylaw *Withdrawn Resolution*	SH			

Amphenol Corporation

Meeting Date: 05/16/2024

Record Date: 03/18/2024

Primary Security ID: 032095101

Country: USA

Meeting Type: Annual

Ticker: APH

Shares Voted: 2,271

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy A. Altobello	Mgmt	For	For	For
1.2	Elect Director David P. Falck	Mgmt	For	For	For
1.3	Elect Director Edward G. Jepsen	Mgmt	For	For	For
1.4	Elect Director Rita S. Lane	Mgmt	For	For	For
1.5	Elect Director Robert A. Livingston	Mgmt	For	For	For
1.6	Elect Director Martin H. Loeffler	Mgmt	For	For	For
1.7	Elect Director R. Adam Norwitt	Mgmt	For	For	For
1.8	Elect Director Prahlad Singh	Mgmt	For	For	For
1.9	Elect Director Anne Clarke Wolff	Mgmt	For	Against	Against
2	Approve Non-Employee Director Restricted Stock Plan	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

Amphenol Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

AT&T Inc.

Meeting Date: 05/16/2024	Country: USA	Ticker: T
Record Date: 03/18/2024	Meeting Type: Annual	
Primary Security ID: 00206R102		

Shares Voted: 28,011

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott T. Ford	Mgmt	For	For	For
1.2	Elect Director Glenn H. Hutchins	Mgmt	For	For	For
1.3	Elect Director William E. Kennard	Mgmt	For	For	For
1.4	Elect Director Stephen J. Luczo	Mgmt	For	For	For
1.5	Elect Director Marissa A. Mayer	Mgmt	For	For	For
1.6	Elect Director Michael B. McCallister	Mgmt	For	For	For
1.7	Elect Director Beth E. Mooney	Mgmt	For	For	For
1.8	Elect Director Matthew K. Rose	Mgmt	For	For	For
1.9	Elect Director John T. Stankey	Mgmt	For	For	For
1.10	Elect Director Cynthia B. Taylor	Mgmt	For	For	For
1.11	Elect Director Luis A. Ubinas	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For
5	Amend Clawback Policy	SH	Against	Against	Against
6	Report on Respecting Workforce Civil Liberties	SH	Against	Against	Against

AvalonBay Communities, Inc.

Meeting Date: 05/16/2024	Country: USA	Ticker: AVB
Record Date: 03/18/2024	Meeting Type: Annual	
Primary Security ID: 053484101		

Shares Voted: 520

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Glyn F. Aeppel	Mgmt	For	For	For

AvalonBay Communities, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Terry S. Brown	Mgmt	For	For	For
1c	Elect Director Ronald L. Havner, Jr.	Mgmt	For	For	For
1d	Elect Director Stephen P. Hills	Mgmt	For	For	For
1e	Elect Director Christopher B. Howard	Mgmt	For	For	For
1f	Elect Director Richard J. Lieb	Mgmt	For	For	For
1g	Elect Director Nnenna Lynch	Mgmt	For	For	For
1h	Elect Director Charles E. Mueller, Jr.	Mgmt	For	For	For
1i	Elect Director Timothy J. Naughton	Mgmt	For	For	For
1j	Elect Director Benjamin W. Schall	Mgmt	For	For	For
1k	Elect Director Susan Swanezy	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Chubb Limited

Meeting Date: 05/16/2024	Country: Switzerland	Ticker: CB
Record Date: 03/22/2024	Meeting Type: Annual	
Primary Security ID: H1467J104		

Shares Voted: 1,517

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Allocate Disposable Profit	Mgmt	For	For	For
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	For	For	For
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	For	For	For
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	For	For	For
5.1	Elect Director Evan G. Greenberg	Mgmt	For	For	For
5.2	Elect Director Michael P. Connors	Mgmt	For	For	For
5.3	Elect Director Michael G. Atieh	Mgmt	For	For	For
5.4	Elect Director Nancy K. Buese	Mgmt	For	For	For

Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.5	Elect Director Sheila P. Burke	Mgmt	For	For	For
5.6	Elect Director Nelson J. Chai	Mgmt	For	For	For
5.7	Elect Director Michael L. Corbat	Mgmt	For	For	For
5.8	Elect Director Robert J. Hugin	Mgmt	For	For	For
5.9	Elect Director Robert W. Scully	Mgmt	For	For	For
5.10	Elect Director Theodore E. Shasta	Mgmt	For	For	For
5.11	Elect Director David H. Sidwell	Mgmt	For	For	For
5.12	Elect Director Olivier Steimer	Mgmt	For	For	For
5.13	Elect Director Frances F. Townsend	Mgmt	For	For	For
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	For	Against	Against
7.1	Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Elect David H. Sidwell as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Homburger AG as Independent Proxy	Mgmt	For	For	For
9	Cancel Repurchased Shares	Mgmt	For	For	For
10	Amend Articles Re: Creation of a Capital Band	Mgmt	For	For	For
11	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Amount of USD 5.5 Million	Mgmt	For	For	For
12.2	Approve Remuneration of Executive Management in the Amount of USD 72 Million for Fiscal 2025	Mgmt	For	For	For
12.3	Approve Remuneration Report	Mgmt	For	For	For
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
14	Approve Sustainability Report	Mgmt	For	For	For
15	Report on GHG Emissions Associated with Underwriting	SH	Against	For	For
16	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
A	Transact Other Business	Mgmt	For	Against	Against

Cleveland-Cliffs Inc.

Meeting Date: 05/16/2024

Record Date: 03/18/2024

Primary Security ID: 185899101

Country: USA

Meeting Type: Annual

Ticker: CLF

Cleveland-Cliffs Inc.

Shares Voted: 1,970

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lourenco Goncalves	Mgmt	For	For	For
1.2	Elect Director Douglas C. Taylor	Mgmt	For	For	For
1.3	Elect Director John T. Baldwin	Mgmt	For	For	For
1.4	Elect Director Ron A. Bloom	Mgmt	For	For	For
1.5	Elect Director Susan M. Green	Mgmt	For	For	For
1.6	Elect Director Ralph S. Michael, III	Mgmt	For	For	For
1.7	Elect Director Janet L. Miller	Mgmt	For	For	For
1.8	Elect Director Ben Oren	Mgmt	For	For	For
1.9	Elect Director Gabriel Stoliar	Mgmt	For	For	For
1.10	Elect Director Arlene M. Yocum	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

CVS Health Corporation

Meeting Date: 05/16/2024Country: USATicker: CVS

Record Date: 03/18/2024Meeting Type: Annual

Primary Security ID: 126650100

Shares Voted: 5,037

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fernando Aguirre	Mgmt	For	For	For
1b	Elect Director Jeffrey R. Balser	Mgmt	For	For	For
1c	Elect Director C. David Brown, II	Mgmt	For	For	For
1d	Elect Director Alecia A. DeCoudreaux	Mgmt	For	For	For
1e	Elect Director Nancy-Ann M. DeParle	Mgmt	For	For	For
1f	Elect Director Roger N. Farah	Mgmt	For	For	For
1g	Elect Director Anne M. Finucane	Mgmt	For	For	For
1h	Elect Director J. Scott Kirby	Mgmt	For	For	For
1i	Elect Director Karen S. Lynch	Mgmt	For	For	For
1j	Elect Director Michael F. Mahoney	Mgmt	For	For	For
1k	Elect Director Jean-Pierre Millon	Mgmt	For	For	For
1l	Elect Director Mary L. Schapiro	Mgmt	For	For	For

CVS Health Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	For	For
6	Adopt Director Election Resignation Bylaw	SH	Against	Against	Against
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
8	Adopt Policy to Require Director Allocation of Hours Disclosure	SH	Against	Against	Against

Illumina, Inc.

Meeting Date: 05/16/2024

Record Date: 03/22/2024

Primary Security ID: 452327109

Country: USA

Meeting Type: Annual

Ticker: ILMN

Shares Voted: 633

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Frances Arnold	Mgmt	For	For	For
1B	Elect Director Caroline D. Dorsa	Mgmt	For	For	For
1C	Elect Director Robert S. Epstein	Mgmt	For	For	For
1D	Elect Director Scott Gottlieb	Mgmt	For	For	For
1E	Elect Director Gary S. Guthart	Mgmt	For	For	For
1F	Elect Director Stephen P. MacMillan	Mgmt	For	For	For
1G	Elect Director Anna Richo	Mgmt	For	For	For
1H	Elect Director Philip W. Schiller	Mgmt	For	For	For
1I	Elect Director Susan E. Siegel	Mgmt	For	For	For
1J	Elect Director Jacob Thaysen	Mgmt	For	For	For
1K	Elect Director Scott B. Ullem	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Lennox International Inc.

Meeting Date: 05/16/2024

Record Date: 03/25/2024

Primary Security ID: 526107107

Country: USA

Meeting Type: Annual

Ticker: LII

Shares Voted: 129

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sherry L. Buck	Mgmt	For	For	For
1.2	Elect Director Gregory T. Swienton	Mgmt	For	For	For
1.3	Elect Director Todd J. Teske	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Marsh & McLennan Companies, Inc.

Meeting Date: 05/16/2024

Record Date: 03/18/2024

Primary Security ID: 571748102

Country: USA

Meeting Type: Annual

Ticker: MMC

Shares Voted: 1,932

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony K. Anderson	Mgmt	For	For	For
1b	Elect Director John Q. Doyle	Mgmt	For	For	For
1c	Elect Director Oscar Fanjul	Mgmt	For	For	For
1d	Elect Director H. Edward Hanway	Mgmt	For	For	For
1e	Elect Director Judith Hartmann	Mgmt	For	For	For
1f	Elect Director Deborah C. Hopkins	Mgmt	For	For	For
1g	Elect Director Tamara Ingram	Mgmt	For	For	For
1h	Elect Director Jane H. Lute	Mgmt	For	For	For
1i	Elect Director Steven A. Mills	Mgmt	For	For	For
1j	Elect Director Morton O. Schapiro	Mgmt	For	For	For
1k	Elect Director Lloyd M. Yates	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Provide Right to Act by Written Consent	SH	Against	For	For

Martin Marietta Materials, Inc.

Meeting Date: 05/16/2024

Record Date: 03/07/2024

Primary Security ID: 573284106

Country: USA

Meeting Type: Annual

Ticker: MLM

Shares Voted: 247

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dorothy M. Ables	Mgmt	For	Against	Against
1.2	Elect Director Sue W. Cole	Mgmt	For	For	For
1.3	Elect Director Anthony R. Foxx	Mgmt	For	For	For
1.4	Elect Director John J. Koraleski	Mgmt	For	For	For
1.5	Elect Director Mary T. Mack	Mgmt	For	For	For
1.6	Elect Director C. Howard Nye	Mgmt	For	For	For
1.7	Elect Director Laree E. Perez	Mgmt	For	For	For
1.8	Elect Director Thomas H. Pike	Mgmt	For	For	For
1.9	Elect Director Donald W. Slager	Mgmt	For	For	For
1.10	Elect Director David C. Wajsgras	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

ON Semiconductor Corporation

Meeting Date: 05/16/2024

Record Date: 03/19/2024

Primary Security ID: 682189105

Country: USA

Meeting Type: Annual

Ticker: ON

Shares Voted: 1,719

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Atsushi Abe	Mgmt	For	For	For
1b	Elect Director Alan Campbell	Mgmt	For	For	For
1c	Elect Director Susan K. Carter	Mgmt	For	For	For
1d	Elect Director Thomas L. Deitrich	Mgmt	For	For	For
1e	Elect Director Hassane El-Khoury	Mgmt	For	For	For
1f	Elect Director Bruce E. Kiddoo	Mgmt	For	For	For
1g	Elect Director Christina Lampe-Onnerud	Mgmt	For	For	For
1h	Elect Director Paul A. Mascarenas	Mgmt	For	For	For
1i	Elect Director Gregory L. Waters	Mgmt	For	For	For

ON Semiconductor Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Christine Y. Yan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

O'Reilly Automotive, Inc.

Meeting Date: 05/16/2024	Country: USA	Ticker: ORLY
Record Date: 03/07/2024	Meeting Type: Annual	
Primary Security ID: 67103H107		

Shares Voted: 230

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Greg Henslee	Mgmt	For	For	For
1b	Elect Director David O'Reilly	Mgmt	For	For	For
1c	Elect Director Larry O'Reilly	Mgmt	For	For	For
1d	Elect Director Gregory D. Johnson	Mgmt	For	For	For
1e	Elect Director Thomas T. Hendrickson	Mgmt	For	For	For
1f	Elect Director John R. Murphy	Mgmt	For	For	For
1g	Elect Director Dana M. Perlman	Mgmt	For	For	For
1h	Elect Director Maria A. Sastre	Mgmt	For	For	For
1i	Elect Director Andrea M. Weiss	Mgmt	For	For	For
1j	Elect Director Fred Whitfield	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For

Otis Worldwide Corporation

Meeting Date: 05/16/2024	Country: USA	Ticker: OTIS
Record Date: 03/18/2024	Meeting Type: Annual	
Primary Security ID: 68902V107		

Shares Voted: 1,603

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Bartlett	Mgmt	For	For	For
1b	Elect Director Jeffrey H. Black	Mgmt	For	For	For

Otis Worldwide Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Jill C. Brannon	Mgmt	For	For	For
1d	Elect Director Nelda J. Connors	Mgmt	For	For	For
1e	Elect Director Kathy Hopinkah Hannan	Mgmt	For	For	For
1f	Elect Director Shailesh G. Jejurikar	Mgmt	For	For	For
1g	Elect Director Christopher J. Kearney	Mgmt	For	For	For
1h	Elect Director Judith F. Marks	Mgmt	For	For	For
1i	Elect Director Margaret M. V. Preston	Mgmt	For	For	For
1j	Elect Director Shelley Stewart, Jr.	Mgmt	For	For	For
1k	Elect Director John H. Walker	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Adopt Policy on Improved Majority Voting for Election of Directors	SH	Against	Against	Against

PG&E Corporation

Meeting Date: 05/16/2024

Country: USA

Ticker: PCG

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 69331C108

Shares Voted: 8,320

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rajat Bahri	Mgmt	For	For	For
1b	Elect Director Cheryl F. Campbell	Mgmt	For	For	For
1c	Elect Director Edward G. Cannizzaro	Mgmt	For	For	For
1d	Elect Director Kerry W. Cooper	Mgmt	For	For	For
1e	Elect Director Jessica L. Denecour	Mgmt	For	For	For
1f	Elect Director Mark E. Ferguson, III	Mgmt	For	For	For
1g	Elect Director Robert C. Flexon	Mgmt	For	For	For
1h	Elect Director W. Craig Fugate	Mgmt	For	For	For
1i	Elect Director Arno L. Harris	Mgmt	For	For	For
1j	Elect Director Carlos M. Hernandez	Mgmt	For	For	For
1k	Elect Director Michael R. Niggli	Mgmt	For	For	For
1l	Elect Director Patricia K. Poppe	Mgmt	For	For	For
1m	Elect Director William L. Smith	Mgmt	For	For	For
1n	Elect Director Benjamin F. Wilson	Mgmt	For	For	For

PG&E Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte and Touche LLP as Auditors	Mgmt	For	For	For

Quest Diagnostics Incorporated

Meeting Date: 05/16/2024

Record Date: 03/18/2024

Primary Security ID: 74834L100

Country: USA

Meeting Type: Annual

Ticker: DGX

Shares Voted: 440

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James E. Davis	Mgmt	For	For	For
1.2	Elect Director Luis A. Diaz, Jr.	Mgmt	For	For	For
1.3	Elect Director Tracey C. Doi	Mgmt	For	For	For
1.4	Elect Director Vicky B. Gregg	Mgmt	For	For	For
1.5	Elect Director Wright L. Lassiter, III	Mgmt	For	For	For
1.6	Elect Director Timothy L. Main	Mgmt	For	For	For
1.7	Elect Director Denise M. Morrison	Mgmt	For	For	For
1.8	Elect Director Gary M. Pfeiffer	Mgmt	For	For	For
1.9	Elect Director Timothy M. Ring	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	SH	Against	For	For

Targa Resources Corp.

Meeting Date: 05/16/2024

Record Date: 03/19/2024

Primary Security ID: 87612G101

Country: USA

Meeting Type: Annual

Ticker: TRGP

Targa Resources Corp.

Shares Voted: 883

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Beth A. Bowman	Mgmt	For	For	For
1.2	Elect Director Lindsey M. Cooksen	Mgmt	For	For	For
1.3	Elect Director Joe Bob Perkins	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

The Home Depot, Inc.

Meeting Date: 05/16/2024Country: USATicker: HD

Record Date: 03/18/2024Meeting Type: Annual

Primary Security ID: 437076102

Shares Voted: 3,895

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerard J. Arpey	Mgmt	For	For	For
1b	Elect Director Ari Bousbib	Mgmt	For	For	For
1c	Elect Director Jeffery H. Boyd	Mgmt	For	Against	Against
1d	Elect Director Gregory D. Brenneman	Mgmt	For	For	For
1e	Elect Director J. Frank Brown	Mgmt	For	For	For
1f	Elect Director Edward P. Decker	Mgmt	For	For	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	For	For
1h	Elect Director Manuel Kadre	Mgmt	For	For	For
1i	Elect Director Stephanie C. Linnartz	Mgmt	For	For	For
1j	Elect Director Paula Santilli	Mgmt	For	For	For
1k	Elect Director Caryn Seidman-Becker	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt Policy to Require Board of Directors Members to Disclose their Political Donations	SH	Against	Against	Against
5	Report on Political Spending Congruency	SH	Against	For	For
6	Report on Corporate Contributions	SH	Against	Against	Against
7	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

The Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Disclose a Biodiversity Impact and Dependency Assessment	SH	Against	For	For
9	Clawback of Incentive Payments	SH	Against	For	For

Westinghouse Air Brake Technologies Corporation

Meeting Date: 05/16/2024

Record Date: 03/20/2024

Primary Security ID: 929740108

Country: USA

Meeting Type: Annual

Ticker: WAB

Shares Voted: 711

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda A. Harty	Mgmt	For	For	For
1b	Elect Director Brian P. Hehir	Mgmt	For	For	For
1c	Elect Director Beverley A. Babcock	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

XPO, Inc.

Meeting Date: 05/16/2024

Record Date: 03/28/2024

Primary Security ID: 983793100

Country: USA

Meeting Type: Annual

Ticker: XPO

Shares Voted: 463

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brad Jacobs	Mgmt	For	For	For
1.2	Elect Director Jason Aiken	Mgmt	For	For	For
1.3	Elect Director Bella Allaire	Mgmt	For	For	For
1.4	Elect Director J. Wes Frye	Mgmt	For	For	For
1.5	Elect Director Mario Harik	Mgmt	For	For	For
1.6	Elect Director Michael Jesselson	Mgmt	For	For	For
1.7	Elect Director Allison Landry	Mgmt	For	For	For
1.8	Elect Director Irene Moshouris	Mgmt	For	For	For
1.9	Elect Director Johnny C. Taylor, Jr.	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

XPO, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Xylem Inc.

Meeting Date: 05/16/2024	Country: USA	Ticker: XYL
Record Date: 03/18/2024	Meeting Type: Annual	
Primary Security ID: 98419M100		

Shares Voted: 944

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeanne Beliveau-Dunn	Mgmt	For	For	For
1b	Elect Director Earl R. Ellis	Mgmt	For	For	For
1c	Elect Director Robert F. Friel	Mgmt	For	For	For
1d	Elect Director Lisa Glatch	Mgmt	For	For	For
1e	Elect Director Victoria D. Harker	Mgmt	For	For	For
1f	Elect Director Mark D. Morelli	Mgmt	For	For	For
1g	Elect Director Jerome A. Peribere	Mgmt	For	For	For
1h	Elect Director Matthew F. Pine	Mgmt	For	For	For
1i	Elect Director Lila Tretikov	Mgmt	For	For	For
1j	Elect Director Uday Yadav	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Yum! Brands, Inc.

Meeting Date: 05/16/2024	Country: USA	Ticker: YUM
Record Date: 03/20/2024	Meeting Type: Annual	
Primary Security ID: 988498101		

Shares Voted: 1,120

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paget L. Alves	Mgmt	For	For	For
1b	Elect Director Keith Barr	Mgmt	For	For	For
1c	Elect Director M. Brett Biggs	Mgmt	For	For	For

Yum! Brands, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Christopher M. Connor	Mgmt	For	For	For
1e	Elect Director Brian C. Cornell	Mgmt	For	For	For
1f	Elect Director Tanya L. Domier	Mgmt	For	For	For
1g	Elect Director Susan Doniz	Mgmt	For	For	For
1h	Elect Director David W. Gibbs	Mgmt	For	For	For
1i	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	For
1j	Elect Director Thomas C. Nelson	Mgmt	For	For	For
1k	Elect Director P. Justin Skala	Mgmt	For	For	For
1l	Elect Director Annie Young-Scrivner	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	For	For
5	Strategic Review Regarding Capital Transactions Involving the Brands	SH	Against	Against	Against

Alliant Energy Corporation

Meeting Date: 05/17/2024

Country: USA

Ticker: LNT

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 018802108

Shares Voted: 999					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christie Raymond	Mgmt	For	For	For
1b	Elect Director Ignacio A. Cortina	Mgmt	For	For	For
1c	Elect Director Lisa M. Barton	Mgmt	For	For	For
1d	Elect Director Stephanie L. Cox	Mgmt	For	For	For
1e	Elect Director Roger K. Newport	Mgmt	For	For	For
1f	Elect Director Carol P. Sanders	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Intercontinental Exchange, Inc.

Meeting Date: 05/17/2024

Country: USA

Ticker: ICE

Record Date: 03/21/2024

Meeting Type: Annual

Primary Security ID: 45866F104

Shares Voted: 2,284

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon Y. Bowen	Mgmt	For	For	For
1b	Elect Director Shantella E. Cooper	Mgmt	For	For	For
1c	Elect Director Duriya M. Farooqui	Mgmt	For	For	For
1d	Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	For	For	For
1e	Elect Director Mark F. Mulhern	Mgmt	For	For	For
1f	Elect Director Thomas E. Noonan	Mgmt	For	For	For
1g	Elect Director Caroline L. Silver	Mgmt	For	For	For
1h	Elect Director Jeffrey C. Sprecher	Mgmt	For	For	For
1i	Elect Director Judith A. Sprieser	Mgmt	For	For	For
1j	Elect Director Martha A. Tirinnanzi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For

The Boeing Company

Meeting Date: 05/17/2024

Country: USA

Ticker: BA

Record Date: 03/27/2024

Meeting Type: Annual

Primary Security ID: 097023105

Shares Voted: 2,434

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert A. Bradway	Mgmt	For	Against	Against
1b	Elect Director David L. Calhoun	Mgmt	For	For	For
1c	Elect Director Lynne M. Doughtie	Mgmt	For	For	For
1d	Elect Director David L. Gitlin	Mgmt	For	For	For
1e	Elect Director Lynn J. Good	Mgmt	For	For	For
1f	Elect Director Stayce D. Harris	Mgmt	For	For	For
1g	Elect Director Akhil Johri	Mgmt	For	For	For
1h	Elect Director David L. Joyce	Mgmt	For	For	For
1i	Elect Director Steven M. Mollenkopf	Mgmt	For	Against	Against

The Boeing Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director John M. Richardson	Mgmt	For	For	For
1k	Elect Director Sabrina Soussan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Publish Third Party Review of China Business and ESG Commitments	SH	Against	Against	Against
5	Report on Climate Lobbying	SH	Against	For	For
6	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
7	Report on Risks Related to Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against
8	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	For	For

Chemed Corporation

Meeting Date: 05/20/2024	Country: USA	Ticker: CHE
Record Date: 03/25/2024	Meeting Type: Annual	
Primary Security ID: 16359R103		

Shares Voted: 60

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin J. McNamara	Mgmt	For	For	For
1.2	Elect Director Ron DeLyons	Mgmt	For	For	For
1.3	Elect Director Patrick P. Grace	Mgmt	For	For	For
1.4	Elect Director Christopher J. Heaney	Mgmt	For	For	For
1.5	Elect Director Thomas C. Hutton	Mgmt	For	For	For
1.6	Elect Director Andrea R. Lindell	Mgmt	For	For	For
1.7	Elect Director Eileen P. McCarthy	Mgmt	For	For	For
1.8	Elect Director John M. Mount, Jr.	Mgmt	For	For	For
1.9	Elect Director Thomas P. Rice	Mgmt	For	For	For
1.10	Elect Director George J. Walsh, III	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Consolidated Edison, Inc.

Meeting Date: 05/20/2024

Record Date: 03/25/2024

Primary Security ID: 209115104

Country: USA

Meeting Type: Annual

Ticker: ED

Shares Voted: 1,379

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy P. Cawley	Mgmt	For	For	For
1b	Elect Director Ellen V. Futter	Mgmt	For	For	For
1c	Elect Director John F. Killian	Mgmt	For	For	For
1d	Elect Director Karol V. Mason	Mgmt	For	For	For
1e	Elect Director Dwight A. McBride	Mgmt	For	For	For
1f	Elect Director William J. Mulrow	Mgmt	For	For	For
1g	Elect Director Armando J. Olivera	Mgmt	For	For	For
1h	Elect Director Michael W. Ranger	Mgmt	For	For	For
1i	Elect Director Linda S. Sanford	Mgmt	For	For	For
1j	Elect Director Deirdre Stanley	Mgmt	For	For	For
1k	Elect Director L. Frederick Sutherland	Mgmt	For	For	For
1l	Elect Director Catherine Zoi	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For

BioMarin Pharmaceutical Inc.

Meeting Date: 05/21/2024

Record Date: 03/25/2024

Primary Security ID: 09061G101

Country: USA

Meeting Type: Annual

Ticker: BMRN

Shares Voted: 751

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elizabeth McKee Anderson	Mgmt	For	For	For
1.2	Elect Director Barbara W. Bodem	Mgmt	For	For	For
1.3	Elect Director Athena Countouriotis	Mgmt	For	For	For
1.4	Elect Director Willard Dere	Mgmt	For	For	For
1.5	Elect Director Mark J. Enyedy	Mgmt	For	For	For
1.6	Elect Director Alexander Hardy	Mgmt	For	For	For

BioMarin Pharmaceutical Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Elaine J. Heron	Mgmt	For	For	For
1.8	Elect Director Maykin Ho	Mgmt	For	For	For
1.9	Elect Director Robert J. Hombach	Mgmt	For	For	For
1.10	Elect Director Richard A. Meier	Mgmt	For	For	For
1.11	Elect Director David E.I. Pyott	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

CDW Corporation

Meeting Date: 05/21/2024Country: USATicker: CDW

Record Date: 03/25/2024Meeting Type: Annual

Primary Security ID: 12514G108

Shares Voted: 535

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Virginia C. Addicott	Mgmt	For	For	For
1b	Elect Director James A. Bell	Mgmt	For	For	For
1c	Elect Director Lynda M. Clarizio	Mgmt	For	For	For
1d	Elect Director Anthony R. Foxx	Mgmt	For	For	For
1e	Elect Director Kelly J. Grier	Mgmt	For	For	For
1f	Elect Director Marc E. Jones	Mgmt	For	For	For
1g	Elect Director Christine A. Leahy	Mgmt	For	For	For
1h	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
1i	Elect Director David W. Nelms	Mgmt	For	For	For
1j	Elect Director Joseph R. Swedish	Mgmt	For	For	For
1k	Elect Director Donna F. Zarcone	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Political Contributions	SH	Against	For	For

CubeSmart

Meeting Date: 05/21/2024Country: USATicker: CUBE

Record Date: 03/22/2024Meeting Type: Annual

Primary Security ID: 229663109

Shares Voted: 846

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Piero Bussani	Mgmt	For	For	For
1.2	Elect Director Jit Kee Chin	Mgmt	For	For	For
1.3	Elect Director Dorothy Dowling	Mgmt	For	For	For
1.4	Elect Director John W. Fain	Mgmt	For	For	For
1.5	Elect Director Jair K. Lynch	Mgmt	For	For	For
1.6	Elect Director Christopher P. Marr	Mgmt	For	For	For
1.7	Elect Director Deborah R. Salzberg	Mgmt	For	For	For
1.8	Elect Director John F. Remondi	Mgmt	For	For	For
1.9	Elect Director Jeffrey F. Rogatz	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

GE Healthcare Technologies, Inc.

Meeting Date: 05/21/2024Country: USATicker: GEHC

Record Date: 03/25/2024Meeting Type: Annual

Primary Security ID: 36266G107

Shares Voted: 1,507

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter J. Arduini	Mgmt	For	For	For
1b	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For	For
1c	Elect Director Rodney F. Hochman	Mgmt	For	For	For
1d	Elect Director Lloyd W. Howell, Jr.	Mgmt	For	For	For
1e	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For	For
1f	Elect Director Catherine Lesjak	Mgmt	For	For	For
1g	Elect Director Anne T. Madden	Mgmt	For	For	For
1h	Elect Director Tomislav Mihaljevic	Mgmt	For	For	For
1i	Elect Director William J. Stromberg	Mgmt	For	For	For
1j	Elect Director Phoebe L. Yang	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Henry Schein, Inc.

Meeting Date: 05/21/2024

Record Date: 03/22/2024

Primary Security ID: 806407102

Country: USA

Meeting Type: Annual

Ticker: HSIC

Shares Voted: 484

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mohamad Ali	Mgmt	For	For	For
1b	Elect Director Stanley M. Bergman	Mgmt	For	For	For
1c	Elect Director Deborah Derby	Mgmt	For	For	For
1d	Elect Director Carole T. Faig	Mgmt	For	For	For
1e	Elect Director Joseph L. Herring	Mgmt	For	For	For
1f	Elect Director Kurt P. Kuehn	Mgmt	For	For	For
1g	Elect Director Philip A. Laskawy	Mgmt	For	For	For
1h	Elect Director Anne H. Margulies	Mgmt	For	For	For
1i	Elect Director Mark E. Mlotek	Mgmt	For	For	For
1j	Elect Director Carol Raphael	Mgmt	For	For	For
1k	Elect Director Scott Serota	Mgmt	For	For	For
1l	Elect Director Bradley T. Sheares	Mgmt	For	For	For
1m	Elect Director Reed V. Tuckson	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify BDO USA, P.C. as Auditor	Mgmt	For	For	For

JPMorgan Chase & Co.

Meeting Date: 05/21/2024

Record Date: 03/22/2024

Primary Security ID: 46625H100

Country: USA

Meeting Type: Annual

Ticker: JPM

Shares Voted: 11,478

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	Mgmt	For	For	For
1b	Elect Director Stephen B. Burke	Mgmt	For	For	For
1c	Elect Director Todd A. Combs	Mgmt	For	For	For
1d	Elect Director Alicia Boler Davis	Mgmt	For	For	For
1e	Elect Director James Dimon	Mgmt	For	For	For
1f	Elect Director Alex Gorsky	Mgmt	For	For	For

JPMorgan Chase & Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Mellody Hobson	Mgmt	For	For	For
1h	Elect Director Phebe N. Novakovic	Mgmt	For	For	For
1i	Elect Director Virginia M. Rometty	Mgmt	For	For	For
1j	Elect Director Mark A. Weinberger	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
6	Report on Impacts of JPMC's Climate Transition Policies	SH	Against	Against	Against
7	Report on Respecting Indigenous Peoples' Rights	SH	Against	For	For
8	Review Proxy Voting Record and Policies Related to Climate Change and Diversity	SH	Against	For	For
9	Commission Third Party Report on Due Diligence Process of Doing Business in Conflict Affected Areas	SH	Against	Against	Against
10	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For
11	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

Mid-America Apartment Communities, Inc.

Meeting Date: 05/21/2024Country: USATicker: MAA

Record Date: 03/15/2024Meeting Type: Annual

Primary Security ID: 59522J103

Shares Voted: 456

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director H. Eric Bolton, Jr.	Mgmt	For	For	For
1b	Elect Director Deborah H. Caplan	Mgmt	For	For	For
1c	Elect Director John P. Case	Mgmt	For	For	For
1d	Elect Director Tamara Fischer	Mgmt	For	For	For
1e	Elect Director Alan B. Graf, Jr.	Mgmt	For	For	For
1f	Elect Director Edith Kelly-Green	Mgmt	For	For	For
1g	Elect Director James K. Lowder	Mgmt	For	For	For
1h	Elect Director Thomas H. Lowder	Mgmt	For	For	For
1i	Elect Director Claude B. Nielsen	Mgmt	For	For	For

Mid-America Apartment Communities, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director W. Reid Sanders	Mgmt	For	For	For
1k	Elect Director Gary S. Shorb	Mgmt	For	For	For
1l	Elect Director David P. Stockert	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Principal Financial Group, Inc.

Meeting Date: 05/21/2024Country: USATicker: PFG

Record Date: 03/27/2024Meeting Type: Annual

Primary Security ID: 74251V102

Shares Voted: 947

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roger C. Hochschild	Mgmt	For	For	For
1.2	Elect Director Daniel J. Houston	Mgmt	For	For	For
1.3	Elect Director Diane C. Nordin	Mgmt	For	For	For
1.4	Elect Director Alfredo Rivera	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Veralto Corp.

Meeting Date: 05/21/2024Country: USATicker: VLTO

Record Date: 03/25/2024Meeting Type: Annual

Primary Security ID: 92338C103

Shares Voted: 925

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Francoise Colpron	Mgmt	For	For	For
1b	Elect Director Shyam P. Kambeyanda	Mgmt	For	For	For
1c	Elect Director William H. King	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Align Technology, Inc.

Meeting Date: 05/22/2024

Record Date: 03/25/2024

Primary Security ID: 016255101

Country: USA

Meeting Type: Annual

Ticker: ALGN

Shares Voted: 304

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin T. Conroy	Mgmt	For	For	For
1.2	Elect Director Kevin J. Dallas	Mgmt	For	For	For
1.3	Elect Director Joseph "Joe" M. Hogan	Mgmt	For	For	For
1.4	Elect Director Joseph Lacob	Mgmt	For	For	For
1.5	Elect Director C. Raymond Larkin, Jr.	Mgmt	For	For	For
1.6	Elect Director George J. Morrow	Mgmt	For	For	For
1.7	Elect Director Anne M. Myong	Mgmt	For	For	For
1.8	Elect Director Mojdeh Poul	Mgmt	For	For	For
1.9	Elect Director Andrea L. Saia	Mgmt	For	For	For
1.10	Elect Director Susan E. Siegel	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	Against	For	For

Amazon.com, Inc.

Meeting Date: 05/22/2024

Record Date: 03/28/2024

Primary Security ID: 023135106

Country: USA

Meeting Type: Annual

Ticker: AMZN

Shares Voted: 37,448

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	Against	Against
1b	Elect Director Andrew R. Jassy	Mgmt	For	For	For
1c	Elect Director Keith B. Alexander	Mgmt	For	For	For
1d	Elect Director Edith W. Cooper	Mgmt	For	For	For
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	For	For
1g	Elect Director Andrew Y. Ng	Mgmt	For	For	For
1h	Elect Director Indra K. Nooyi	Mgmt	For	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For	For

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Brad D. Smith	Mgmt	For	For	For
1k	Elect Director Patricia Q. Stonesifer	Mgmt	For	For	For
1l	Elect Director Wendell P. Weeks	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Establish a Public Policy Committee	SH	Against	For	For
5	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against
6	Report on Customer Due Diligence	SH	Against	For	For
7	Report on Lobbying Payments and Policy	SH	Against	For	For
8	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For
9	Report on Viewpoint Discrimination	SH	Against	Against	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	For	For
11	Report on Efforts to Reduce Plastic Use	SH	Against	For	For
12	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	For	For
13	Disclose All Material Scope 3 GHG Emissions	SH	Against	For	For
14	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	For	For
15	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	SH	Against	Against	Against
16	Establish a Board Committee on Artificial Intelligence	SH	Against	For	For
17	Commission a Third Party Audit on Working Conditions	SH	Against	For	For

American Tower Corporation

Meeting Date: 05/22/2024

Record Date: 03/25/2024

Primary Security ID: 03027X100

Country: USA

Meeting Type: Annual

Ticker: AMT

Shares Voted: 1,862

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven O. Vondran	Mgmt	For	For	For

American Tower Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Kelly C. Chambliss	Mgmt	For	For	For
1c	Elect Director Teresa H. Clarke	Mgmt	For	For	For
1d	Elect Director Kenneth R. Frank	Mgmt	For	For	For
1e	Elect Director Robert D. Hormats	Mgmt	For	For	For
1f	Elect Director Grace D. Lieblein	Mgmt	For	For	For
1g	Elect Director Craig Macnab	Mgmt	For	For	For
1h	Elect Director Neville R. Ray	Mgmt	For	For	For
1i	Elect Director JoAnn A. Reed	Mgmt	For	For	For
1j	Elect Director Pamela D. A. Reeve	Mgmt	For	For	For
1k	Elect Director Bruce L. Tanner	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For

ANSYS, Inc.

Meeting Date: 05/22/2024

Record Date: 04/09/2024

Primary Security ID: 03662Q105

Country: USA

Meeting Type: Special

Ticker: ANSS

Shares Voted: 347

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For

Boston Properties, Inc.

Meeting Date: 05/22/2024

Record Date: 03/27/2024

Primary Security ID: 101121101

Country: USA

Meeting Type: Annual

Ticker: BXP

Boston Properties, Inc.

Shares Voted: 626

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bruce W. Duncan	Mgmt	For	For	For
1b	Elect Director Carol B. Einiger	Mgmt	For	For	For
1c	Elect Director Diane J. Hoskins	Mgmt	For	For	For
1d	Elect Director Mary E. Kipp	Mgmt	For	For	For
1e	Elect Director Joel I. Klein	Mgmt	For	For	For
1f	Elect Director Douglas T. Linde	Mgmt	For	For	For
1g	Elect Director Matthew J. Lustig	Mgmt	For	For	For
1h	Elect Director Timothy J. Naughton	Mgmt	For	For	For
1i	Elect Director Owen D. Thomas	Mgmt	For	For	For
1j	Elect Director William H. Walton, III	Mgmt	For	For	For
1k	Elect Director Derek Anthony (Tony) West	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Burlington Stores, Inc.

Meeting Date: 05/22/2024Country: USATicker: BURL

Record Date: 03/28/2024Meeting Type: Annual

Primary Security ID: 122017106

Shares Voted: 240

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael Goodwin	Mgmt	For	For	For
1b	Elect Director William McNamara	Mgmt	For	For	For
1c	Elect Director Michael O'Sullivan	Mgmt	For	For	For
1d	Elect Director Jessica Rodriguez	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Declassify the Board of Directors	Mgmt	For	For	For

CBRE Group, Inc.

Meeting Date: 05/22/2024

Record Date: 03/28/2024

Primary Security ID: 12504L109

Country: USA

Meeting Type: Annual

Ticker: CBRE

Shares Voted: 1,214

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brandon B. Boze	Mgmt	For	For	For
1b	Elect Director Beth F. Cobert	Mgmt	For	For	For
1c	Elect Director Reginald H. Gilyard	Mgmt	For	For	For
1d	Elect Director Shira D. Goodman	Mgmt	For	For	For
1e	Elect Director E.M. Blake Hutcheson	Mgmt	For	For	For
1f	Elect Director Christopher T. Jenny	Mgmt	For	For	For
1g	Elect Director Gerardo I. Lopez	Mgmt	For	For	For
1h	Elect Director Guy A. Metcalfe	Mgmt	For	For	For
1i	Elect Director Oscar Munoz	Mgmt	For	For	For
1j	Elect Director Robert E. Sulentic	Mgmt	For	For	For
1k	Elect Director Sanjiv Yajnik	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Clean Harbors, Inc.

Meeting Date: 05/22/2024

Record Date: 03/25/2024

Primary Security ID: 184496107

Country: USA

Meeting Type: Annual

Ticker: CLH

Shares Voted: 203

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alan S. McKim	Mgmt	For	For	For
1.2	Elect Director Karyn Polito	Mgmt	For	For	For
1.3	Elect Director John T. Preston	Mgmt	For	For	For
1.4	Elect Director Marcy L. Reed	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Crown Castle Inc.

Meeting Date: 05/22/2024	Country: USA	Ticker: CCI
Record Date: 03/28/2024	Meeting Type: Proxy Contest	
Primary Security ID: 22822V101		

Shares Voted: 1,729

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			
1a	Elect Management Nominee Director P. Robert Bartolo	Mgmt	For	For	For
1b	Elect Management Nominee Director Cindy Christy	Mgmt	For	For	For
1c	Elect Management Nominee Director Ari Q. Fitzgerald	Mgmt	For	For	For
1d	Elect Management Nominee Director Jason Genrich	Mgmt	For	For	For
1e	Elect Management Nominee Director Andrea J. Goldsmith	Mgmt	For	For	For
1f	Elect Management Nominee Director Tammy K. Jones	Mgmt	For	For	For
1g	Elect Management Nominee Director Kevin T. Kabat	Mgmt	For	For	For
1h	Elect Management Nominee Director Anthony J. Melone	Mgmt	For	For	For
1i	Elect Management Nominee Director Sunit S. Patel	Mgmt	For	For	For
1j	Elect Management Nominee Director Bradley E. Singer	Mgmt	For	For	For
1k	Elect Management Nominee Director Kevin A. Stephens	Mgmt	For	For	For
1l	Elect Management Nominee Director Matthew Thornton, III	Mgmt	For	For	For
1m	Elect Dissident Nominee Director Charles Campbell Green, III	SH	Withhold	Withhold	Withhold
1n	Elect Dissident Nominee Director Theodore B. Miller, Jr.	SH	Withhold	Withhold	Withhold
1o	Elect Dissident Nominee Director Tripp H. Rice	SH	Withhold	Withhold	Withhold
1p	Elect Dissident Nominee Director David P. Wheeler	SH	Withhold	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to December 19, 2023	SH	Against	Against	Against

Crown Castle Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Dissident Universal Proxy (Gold Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			
	BOOTS CAPITAL NOMINEES	Mgmt			
1a	Elect Dissident Nominee Director Charles Campbell Green, III	SH	For	Do Not Vote	Do Not Vote
1b	Elect Dissident Nominee Director Theodore B. Miller, Jr.	SH	For	Do Not Vote	Do Not Vote
1c	Elect Dissident Nominee Director Tripp H. Rice	SH	For	Do Not Vote	Do Not Vote
1d	Elect Dissident Nominee Director David P. Wheeler	SH	For	Do Not Vote	Do Not Vote
	COMPANY NOMINEES OPPOSED BY BOOTS CAPITAL	Mgmt			
1a	Elect Management Nominee Director P. Robert Bartolo	Mgmt	Withhold	Do Not Vote	Do Not Vote
1b	Elect Management Nominee Director Cindy Christy	Mgmt	Withhold	Do Not Vote	Do Not Vote
1c	Elect Management Nominee Director Ari Q. Fitzgerald	Mgmt	Withhold	Do Not Vote	Do Not Vote
1d	Elect Management Nominee Director Kevin T. Kabat	Mgmt	Withhold	Do Not Vote	Do Not Vote
	COMPANY NOMINEES UNOPPOSED BY BOOTS CAPITAL	Mgmt			
1a	Elect Management Nominee Director Jason Genrich	Mgmt	None	Do Not Vote	Do Not Vote
1b	Elect Management Nominee Director Andrea J. Goldsmith	Mgmt	None	Do Not Vote	Do Not Vote
1c	Elect Management Nominee Director Tammy K. Jones	Mgmt	None	Do Not Vote	Do Not Vote
1d	Elect Management Nominee Director Anthony J. Melone	Mgmt	None	Do Not Vote	Do Not Vote
1e	Elect Management Nominee Director Sunit S. Patel	Mgmt	None	Do Not Vote	Do Not Vote
1f	Elect Management Nominee Director Bradley E. Singer	Mgmt	None	Do Not Vote	Do Not Vote
1g	Elect Management Nominee Director Kevin A. Stephens	Mgmt	None	Do Not Vote	Do Not Vote
1h	Elect Management Nominee Director Matthew Thornton, III	Mgmt	None	Do Not Vote	Do Not Vote
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Do Not Vote	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	None	Do Not Vote	Do Not Vote
4	Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to December 19, 2023	SH	For	Do Not Vote	Do Not Vote

DexCom, Inc.

Meeting Date: 05/22/2024

Record Date: 03/27/2024

Primary Security ID: 252131107

Country: USA

Meeting Type: Annual

Ticker: DXCM

Shares Voted: 1,521

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin R. Sayer	Mgmt	For	For	For
1.2	Elect Director Steven R. Altman	Mgmt	For	For	For
1.3	Elect Director Nicholas Augustinos	Mgmt	For	For	For
1.4	Elect Director Richard A. Collins	Mgmt	For	For	For
1.5	Elect Director Karen Dahut	Mgmt	For	For	For
1.6	Elect Director Rimma Driscoll	Mgmt	For	For	For
1.7	Elect Director Mark G. Foletta	Mgmt	For	For	For
1.8	Elect Director Bridgette P. Heller	Mgmt	For	For	For
1.9	Elect Director Kyle Malady	Mgmt	For	For	For
1.10	Elect Director Eric J. Topol	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
5	Report on Political Contributions	SH	Against	For	For

EOG Resources, Inc.

Meeting Date: 05/22/2024

Record Date: 03/25/2024

Primary Security ID: 26875P101

Country: USA

Meeting Type: Annual

Ticker: EOG

Shares Voted: 2,324

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janet F. Clark	Mgmt	For	Against	Against
1b	Elect Director Charles R. Crisp	Mgmt	For	For	For
1c	Elect Director Robert P. Daniels	Mgmt	For	For	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1e	Elect Director C. Christopher Gaut	Mgmt	For	For	For
1f	Elect Director Michael T. Kerr	Mgmt	For	For	For
1g	Elect Director Julie J. Robertson	Mgmt	For	For	For
1h	Elect Director Donald F. Textor	Mgmt	For	For	For

EOG Resources, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Ezra Y. Yacob	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Equitable Holdings, Inc.

Meeting Date: 05/22/2024	Country: USA	Ticker: EQH
Record Date: 03/28/2024	Meeting Type: Annual	
Primary Security ID: 29452E101		

Shares Voted: 1,257

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Francis A. Hondal	Mgmt	For	For	For
1b	Elect Director Arlene Isaacs-Lowe	Mgmt	For	For	For
1c	Elect Director Daniel G. Kaye	Mgmt	For	For	For
1d	Elect Director Joan Lamm-Tennant	Mgmt	For	For	For
1e	Elect Director Craig MacKay	Mgmt	For	For	For
1f	Elect Director Mark Pearson	Mgmt	For	For	For
1g	Elect Director Bertram L. Scott	Mgmt	For	For	For
1h	Elect Director George Stansfield	Mgmt	For	For	For
1i	Elect Director Charles G.T. Stonehill	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

FirstEnergy Corp.

Meeting Date: 05/22/2024	Country: USA	Ticker: FE
Record Date: 03/25/2024	Meeting Type: Annual	
Primary Security ID: 337932107		

Shares Voted: 2,056

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Heidi L. Boyd	Mgmt	For	For	For
1.2	Elect Director Jana T. Croom	Mgmt	For	For	For
1.3	Elect Director Steven J. Demetriou	Mgmt	For	For	For

FirstEnergy Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Lisa Winston Hicks	Mgmt	For	For	For
1.5	Elect Director Paul Kaleta	Mgmt	For	Against	Against
1.6	Elect Director James F. O'Neil, III	Mgmt	For	For	For
1.7	Elect Director John W. Somerhalder, II	Mgmt	For	For	For
1.8	Elect Director Brian X. Tierney	Mgmt	For	For	For
1.9	Elect Director Leslie M. Turner	Mgmt	For	For	For
1.10	Elect Director Melvin D. Williams	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Integrating GHG Emissions Reductions Targets into Executive Compensation	SH	Against	For	For
5	Amend Clawback Policy	SH	Against	Against	Against
6	Report on Financial Statement Assumptions and Climate Change	SH	Against	Against	Against

HF Sinclair Corporation

Meeting Date: 05/22/2024	Country: USA	Ticker: DINO
Record Date: 03/25/2024	Meeting Type: Annual	
Primary Security ID: 403949100		

Shares Voted: 601

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anne-Marie N. Ainsworth	Mgmt	For	For	For
1b	Elect Director Anna C. Catalano	Mgmt	For	For	For
1c	Elect Director Leldon E. Echols	Mgmt	For	For	For
1d	Elect Director Manuel J. Fernandez	Mgmt	For	For	For
1e	Elect Director Timothy Go	Mgmt	For	For	For
1f	Elect Director Rhoman J. Hardy	Mgmt	For	For	For
1g	Elect Director Jeanne M. Johns	Mgmt	For	For	For
1h	Elect Director R. Craig Knocke	Mgmt	For	For	For
1i	Elect Director Robert J. Kostelnik	Mgmt	For	For	For
1j	Elect Director Ross B. Matthews	Mgmt	For	For	For
1k	Elect Director Franklin Myers	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

HF Sinclair Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Remove the Pass-Through Voting Provision	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against

Howmet Aerospace Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: HWM

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 443201108

Shares Voted: 1,552

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James F. Albaugh	Mgmt	For	For	For
1b	Elect Director Amy E. Alving	Mgmt	For	For	For
1c	Elect Director Sharon R. Barner	Mgmt	For	For	For
1d	Elect Director Joseph S. Cantie	Mgmt	For	For	For
1e	Elect Director Robert F. Leduc	Mgmt	For	For	For
1f	Elect Director David J. Miller	Mgmt	For	For	For
1g	Elect Director Jody G. Miller	Mgmt	For	For	For
1h	Elect Director John C. Plant	Mgmt	For	For	For
1i	Elect Director Ulrich R. Schmidt	Mgmt	For	For	For
1j	Elect Director Gunner S. Smith	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against

Insulet Corporation

Meeting Date: 05/22/2024

Country: USA

Ticker: PODD

Record Date: 03/26/2024

Meeting Type: Annual

Primary Security ID: 45784P101

Insulet Corporation

Shares Voted: 279

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Wayne A.I. Frederick	Mgmt	For	For	For
1.2	Elect Director Flavia H. Pease	Mgmt	For	For	For
1.3	Elect Director Timothy J. Scannell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For

Marathon Oil Corporation

Meeting Date: 05/22/2024Country: USATicker: MRO
Record Date: 03/25/2024Meeting Type: Annual
Primary Security ID: 565849106

Shares Voted: 2,335

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Chadwick C. Deaton	Mgmt	For	For	For
1b	Elect Director Marcela E. Donadio	Mgmt	For	For	For
1c	Elect Director M. Elise Hyland	Mgmt	For	For	For
1d	Elect Director Holli C. Ladhani	Mgmt	For	For	For
1e	Elect Director Mark A. McCollum	Mgmt	For	For	For
1f	Elect Director Brent J. Smolik	Mgmt	For	For	For
1g	Elect Director Lee M. Tillman	Mgmt	For	For	For
1h	Elect Director Shawn D. Williams	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For

Markel Group Inc.

Meeting Date: 05/22/2024Country: USATicker: MKL
Record Date: 03/14/2024Meeting Type: Annual
Primary Security ID: 570535104

Shares Voted: 47

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark M. Besca	Mgmt	For	For	For
1b	Elect Director Lawrence A. Cunningham	Mgmt	For	For	For
1c	Elect Director Thomas S. Gayner	Mgmt	For	For	For
1d	Elect Director Greta J. Harris	Mgmt	For	For	For
1e	Elect Director Morgan E. Housel	Mgmt	For	For	For
1f	Elect Director Diane Leopold	Mgmt	For	For	For
1g	Elect Director Anthony F. Markel	Mgmt	For	For	For
1h	Elect Director Steven A. Markel	Mgmt	For	For	For
1i	Elect Director Harold L. Morrison, Jr.	Mgmt	For	For	For
1j	Elect Director Michael O'Reilly	Mgmt	For	For	For
1k	Elect Director A. Lynne Puckett	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Restricted Stock Plan	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Disclose GHG Emissions from Underwriting, Insuring, and Investing	SH	Against	For	For

McDonald's Corporation

Meeting Date: 05/22/2024Country: USATicker: MCD

Record Date: 03/25/2024Meeting Type: Annual

Primary Security ID: 580135101

Shares Voted: 2,884

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Capuano	Mgmt	For	For	For
1b	Elect Director Kareem Daniel	Mgmt	For	For	For
1c	Elect Director Lloyd Dean	Mgmt	For	For	For
1d	Elect Director Catherine Engelbert	Mgmt	For	For	For
1e	Elect Director Margaret Georgiadis	Mgmt	For	For	For
1f	Elect Director Michael Hsu	Mgmt	For	For	For
1g	Elect Director Christopher Kempczinski	Mgmt	For	For	For
1h	Elect Director John Mulligan	Mgmt	For	For	For
1i	Elect Director Jennifer Taubert	Mgmt	For	For	For

McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Paul Walsh	Mgmt	For	For	For
1k	Elect Director Amy Weaver	Mgmt	For	For	For
1l	Elect Director Miles White	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Limit the Personal Liability of Officers	Mgmt	For	For	For
4	Amend Certificate of Incorporation	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Adopt Antibiotics Policy	SH	Against	For	For
7	Approve Request on Cage Free Egg Progress Disclosure	SH	Against	For	For
8	Disclose Poultry Welfare Indicators	SH	Against	For	For
9	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against
10	Report on Corporate Contributions	SH	Against	Against	Against
11	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	For	For

Mondelez International, Inc.

Meeting Date: 05/22/2024Country: USATicker: MDLZ

Record Date: 03/13/2024Meeting Type: Annual

Primary Security ID: 609207105

Shares Voted: 5,332

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cees 't Hart	Mgmt	For	For	For
1.2	Elect Director Charles E. Bunch	Mgmt	For	For	For
1.3	Elect Director Ertharin Cousin	Mgmt	For	For	For
1.4	Elect Director Brian J. McNamara	Mgmt	For	For	For
1.5	Elect Director Jorge S. Mesquita	Mgmt	For	For	For
1.6	Elect Director Anindita Mukherjee	Mgmt	For	For	For
1.7	Elect Director Jane Hamilton Nielsen	Mgmt	For	For	For
1.8	Elect Director Paula A. Price	Mgmt	For	For	For
1.9	Elect Director Patrick T. Siewert	Mgmt	For	For	For
1.10	Elect Director Michael A. Todman	Mgmt	For	For	For
1.11	Elect Director Dirk Van de Put	Mgmt	For	For	For

Mondelez International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Establish Subcommittee Study on Company Affiliations	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	For	For
7	Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	SH	Against	For	For
8	Report on Risks of Doing Business in Conflict-Affected Areas	SH	Against	For	For

Neurocrine Biosciences, Inc.

Meeting Date: 05/22/2024Country: USATicker: NBIX

Record Date: 03/25/2024Meeting Type: Annual

Primary Security ID: 64125C109

Shares Voted: 391

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William H. Rastetter	Mgmt	For	For	For
1.2	Elect Director George J. Morrow	Mgmt	For	For	For
1.3	Elect Director Leslie V. Norwalk	Mgmt	For	For	For
1.4	Elect Director Christine A. Poon	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

ONEOK, Inc.

Meeting Date: 05/22/2024Country: USATicker: OKE

Record Date: 03/25/2024Meeting Type: Annual

Primary Security ID: 682680103

Shares Voted: 2,324

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian L. Derksen	Mgmt	For	For	For
1.2	Elect Director Julie H. Edwards	Mgmt	For	For	For
1.3	Elect Director Lori A. Gobillot	Mgmt	For	For	For

ONEOK, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Mark W. Helderman	Mgmt	For	For	For
1.5	Elect Director Randall J. Larson	Mgmt	For	For	For
1.6	Elect Director Pattye L. Moore	Mgmt	For	For	For
1.7	Elect Director Pierce H. Norton, II	Mgmt	For	For	For
1.8	Elect Director Eduardo A. Rodriguez	Mgmt	For	For	For
1.9	Elect Director Gerald D. Smith	Mgmt	For	For	For
1.10	Elect Director Wayne T. Smith	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

PayPal Holdings, Inc.

Meeting Date: 05/22/2024	Country: USA	Ticker: PYPL
Record Date: 03/27/2024	Meeting Type: Annual	
Primary Security ID: 70450Y103		

Shares Voted: 4,302

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	For	For
1b	Elect Director Alex Chriss	Mgmt	For	For	For
1c	Elect Director Jonathan Christodoro	Mgmt	For	For	For
1d	Elect Director John J. Donahoe	Mgmt	For	For	For
1e	Elect Director David W. Dorman	Mgmt	For	For	For
1f	Elect Director Enrique J. Lores	Mgmt	For	For	For
1g	Elect Director Gail J. McGovern	Mgmt	For	For	For
1h	Elect Director Deborah M. Messemer	Mgmt	For	For	For
1i	Elect Director David M. Moffett	Mgmt	For	For	For
1j	Elect Director Ann M. Sarnoff	Mgmt	For	For	For
1k	Elect Director Frank D. Yeary	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
6	Amend Bylaw Regarding Stockholder Approval of Director Compensation	SH	Against	Against	Against

Pinnacle West Capital Corporation

Meeting Date: 05/22/2024

Country: USA

Ticker: PNW

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: 723484101

Shares Voted: 444

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glynis A. Bryan	Mgmt	For	For	For
1.2	Elect Director Gonzalo A. de la Melena, Jr.	Mgmt	For	For	For
1.3	Elect Director Richard P. Fox	Mgmt	For	For	For
1.4	Elect Director Jeffrey B. Guldner	Mgmt	For	For	For
1.5	Elect Director Bruce J. Nordstrom	Mgmt	For	For	For
1.6	Elect Director Paula J. Sims	Mgmt	For	For	For
1.7	Elect Director William H. Spence	Mgmt	For	For	For
1.8	Elect Director Kristine L. Svinicki	Mgmt	For	For	For
1.9	Elect Director James E. Trevathan, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Reinsurance Group of America, Incorporated

Meeting Date: 05/22/2024

Country: USA

Ticker: RGA

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 759351604

Shares Voted: 253

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pina Albo	Mgmt	For	For	For
1b	Elect Director Michele Bang	Mgmt	For	For	For
1c	Elect Director Tony Cheng	Mgmt	For	For	For
1d	Elect Director John J. Gauthier	Mgmt	For	For	For
1e	Elect Director Patricia L. Guinn	Mgmt	For	For	For
1f	Elect Director Hazel M. McNeillage	Mgmt	For	For	For
1g	Elect Director George Nichols, III	Mgmt	For	For	For
1h	Elect Director Stephen O'Hearn	Mgmt	For	For	For
1i	Elect Director Alison Rand	Mgmt	For	For	For
1j	Elect Director Shundrawn Thomas	Mgmt	For	For	For

Reinsurance Group of America, Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Khanh T. Tran	Mgmt	For	For	For
1l	Elect Director Steven C. Van Wyk	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Ross Stores, Inc.

Meeting Date: 05/22/2024Country: USATicker: ROST

Record Date: 03/26/2024Meeting Type: Annual

Primary Security ID: 778296103

Shares Voted: 1,248

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael Balmuth	Mgmt	For	For	For
1b	Elect Director K. Gunnar Bjorklund	Mgmt	For	For	For
1c	Elect Director Michael J. Bush	Mgmt	For	For	For
1d	Elect Director Edward G. Cannizzaro	Mgmt	For	For	For
1e	Elect Director Sharon D. Garrett	Mgmt	For	For	For
1f	Elect Director Michael J. Hartshorn	Mgmt	For	For	For
1g	Elect Director Stephen D. Milligan	Mgmt	For	For	For
1h	Elect Director Patricia H. Mueller	Mgmt	For	For	For
1i	Elect Director George P. Orban	Mgmt	For	For	For
1j	Elect Director Barbara Rentler	Mgmt	For	For	For
1k	Elect Director Doniel N. Sutton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Disclose All Material Value Chain GHG Emissions	SH	Against	For	For

Sirius XM Holdings Inc.

Meeting Date: 05/22/2024Country: USATicker: SIRI

Record Date: 03/25/2024Meeting Type: Annual

Primary Security ID: 82968B103

Sirius XM Holdings Inc.

Shares Voted: 2,515

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Blau	Mgmt	For	Withhold	Withhold
1.2	Elect Director Eddy W. Hartenstein	Mgmt	For	For	For
1.3	Elect Director Robin P. Hickenlooper	Mgmt	For	Withhold	Withhold
1.4	Elect Director James P. Holden	Mgmt	For	For	For
1.5	Elect Director Gregory B. Maffei	Mgmt	For	Withhold	Withhold
1.6	Elect Director Evan D. Malone	Mgmt	For	For	For
1.7	Elect Director James E. Meyer	Mgmt	For	Withhold	Withhold
1.8	Elect Director Jonelle Procope	Mgmt	For	For	For
1.9	Elect Director Michael Rapino	Mgmt	For	For	For
1.10	Elect Director Kristina M. Salen	Mgmt	For	For	For
1.11	Elect Director Carl E. Vogel	Mgmt	For	For	For
1.12	Elect Director Jennifer C. Witz	Mgmt	For	For	For
1.13	Elect Director David M. Zaslav	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

The Southern Company

Meeting Date: 05/22/2024Country: USATicker: SO

Record Date: 03/25/2024Meeting Type: Annual

Primary Security ID: 842587107

Shares Voted: 4,186

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janaki Akella	Mgmt	For	For	For
1b	Elect Director Henry A. "Hal" Clark, III	Mgmt	For	For	For
1c	Elect Director Shantella E. Cooper	Mgmt	For	For	For
1d	Elect Director Anthony F. "Tony" Earley, Jr.	Mgmt	For	For	For
1e	Elect Director David J. Grain	Mgmt	For	For	For
1f	Elect Director Donald M. James	Mgmt	For	For	For
1g	Elect Director John D. Johns	Mgmt	For	For	For
1h	Elect Director Dale E. Klein	Mgmt	For	Against	Against
1i	Elect Director David E. Meador	Mgmt	For	For	For
1j	Elect Director William G. Smith, Jr.	Mgmt	For	For	For
1k	Elect Director Kristine L. Svinicki	Mgmt	For	For	For

The Southern Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Lizanne Thomas	Mgmt	For	For	For
1m	Elect Director Christopher C. Womack	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For
6	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For

Thermo Fisher Scientific Inc.

Meeting Date: 05/22/2024

Record Date: 03/25/2024

Primary Security ID: 883556102

Country: USA

Meeting Type: Annual

Ticker: TMO

Shares Voted: 1,543

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc N. Casper	Mgmt	For	For	For
1b	Elect Director Nelson J. Chai	Mgmt	For	For	For
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For
1d	Elect Director C. Martin Harris	Mgmt	For	For	For
1e	Elect Director Tyler Jacks	Mgmt	For	For	For
1f	Elect Director Jennifer M. Johnson	Mgmt	For	For	For
1g	Elect Director R. Alexandra Keith	Mgmt	For	For	For
1h	Elect Director James C. Mullen	Mgmt	For	For	For
1i	Elect Director Debora L. Spar	Mgmt	For	For	For
1j	Elect Director Scott M. Sperling	Mgmt	For	For	For
1k	Elect Director Dion J. Weisler	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote Requirement	SH	Against	Against	Against

United Airlines Holdings, Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: UAL

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 910047109

Shares Voted: 1,305

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rosalind (Roz) Brewer	Mgmt	For	For	For
1b	Elect Director Michelle Freyre	Mgmt	For	For	For
1c	Elect Director Matthew Friend	Mgmt	For	For	For
1d	Elect Director Barney Harford	Mgmt	For	For	For
1e	Elect Director Michele J. Hooper	Mgmt	For	For	For
1f	Elect Director Walter Isaacson	Mgmt	For	For	For
1g	Elect Director J. Scott Kirby	Mgmt	For	For	For
1h	Elect Director Edward M. Philip	Mgmt	For	For	For
1i	Elect Director Edward L. Shapiro	Mgmt	For	For	For
1j	Elect Director Laysha Ward	Mgmt	For	For	For
1k	Elect Director James M. Whitehurst	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Tax Benefits Preservation Plan	Mgmt	For	For	For

Willis Towers Watson Public Limited Company

Meeting Date: 05/22/2024

Country: Ireland

Ticker: WTW

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: G96629103

Shares Voted: 412

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dame Inga Beale	Mgmt	For	For	For
1b	Elect Director Fumbi Chima	Mgmt	For	For	For
1c	Elect Director Stephen Chipman	Mgmt	For	For	For
1d	Elect Director Michael Hammond	Mgmt	For	For	For
1e	Elect Director Carl Hess	Mgmt	For	For	For
1f	Elect Director Jacqueline Hunt	Mgmt	For	For	For
1g	Elect Director Paul Reilly	Mgmt	For	For	For

Willis Towers Watson Public Limited Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Michelle Swanback	Mgmt	For	For	For
1i	Elect Director Paul Thomas	Mgmt	For	For	For
1j	Elect Director Fredric Tomczyk	Mgmt	For	For	For
2	Ratify the Appointment of Deloitte & Touche LLP as Auditor and Deloitte Ireland LLP to audit the Irish Statutory Accounts, and Authorize the Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For	For

Xcel Energy Inc.

Meeting Date: 05/22/2024Country: USATicker: XEL

Record Date: 03/25/2024Meeting Type: Annual

Primary Security ID: 98389B100

Shares Voted: 2,204

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Megan Burkhart	Mgmt	For	For	For
1b	Elect Director Lynn Casey	Mgmt	For	For	For
1c	Elect Director Bob Frenzel	Mgmt	For	For	For
1d	Elect Director Netha Johnson	Mgmt	For	For	For
1e	Elect Director Patricia Kampling	Mgmt	For	For	For
1f	Elect Director George Kehl	Mgmt	For	For	For
1g	Elect Director Richard O'Brien	Mgmt	For	For	For
1h	Elect Director Charles Pardee	Mgmt	For	For	For
1i	Elect Director Christopher Policinski	Mgmt	For	For	For
1j	Elect Director James Prokopanko	Mgmt	For	For	For
1k	Elect Director Timothy Welsh	Mgmt	For	For	For
1l	Elect Director Kim Williams	Mgmt	For	For	For
1m	Elect Director Daniel Yohannes	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For

Xcel Energy Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Zoetis Inc.

Meeting Date: 05/22/2024	Country: USA	Ticker: ZTS
Record Date: 03/28/2024	Meeting Type: Annual	
Primary Security ID: 98978V103		

Shares Voted: 1,834

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul M. Bisaro	Mgmt	For	For	For
1b	Elect Director Vanessa Broadhurst	Mgmt	For	For	For
1c	Elect Director Frank A. D'Amelio	Mgmt	For	For	For
1d	Elect Director Gavin D.K. Hattersley	Mgmt	For	For	For
1e	Elect Director Sanjay Khosla	Mgmt	For	For	For
1f	Elect Director Antoinette R. Leatherberry	Mgmt	For	For	For
1g	Elect Director Michael B. McCallister	Mgmt	For	For	For
1h	Elect Director Gregory Norden	Mgmt	For	For	For
1i	Elect Director Louise M. Parent	Mgmt	For	For	For
1j	Elect Director Kristin C. Peck	Mgmt	For	For	For
1k	Elect Director Willie M. Reed	Mgmt	For	For	For
1l	Elect Director Robert W. Scully	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Adopt Policy on Improved Majority Voting for Election of Directors	SH	Against	Against	Against

American Financial Group, Inc.

Meeting Date: 05/23/2024	Country: USA	Ticker: AFG
Record Date: 03/28/2024	Meeting Type: Annual	
Primary Security ID: 025932104		

American Financial Group, Inc.

Shares Voted: 283

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Carl H. Lindner, III	Mgmt	For	For	For
1.2	Elect Director S. Craig Lindner	Mgmt	For	For	For
1.3	Elect Director John B. Berding	Mgmt	For	For	For
1.4	Elect Director James E. Evans	Mgmt	For	For	For
1.5	Elect Director Gregory G. Joseph	Mgmt	For	For	For
1.6	Elect Director Mary Beth Martin	Mgmt	For	For	For
1.7	Elect Director Amy Y. Murray	Mgmt	For	For	For
1.8	Elect Director Roger K. Newport	Mgmt	For	For	For
1.9	Elect Director Evans N. Nwankwo	Mgmt	For	For	For
1.10	Elect Director William W. Verity	Mgmt	For	For	For
1.11	Elect Director John I. Von Lehman	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

APA CORPORATION

Meeting Date: 05/23/2024Country: USATicker: APA

Record Date: 03/25/2024Meeting Type: Annual

Primary Security ID: 03743Q108

Shares Voted: 1,223

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Annell R. Bay	Mgmt	For	For	For
2	Elect Director Matthew R. Bob	Mgmt	For	For	For
3	Elect Director John J. Christmann, IV	Mgmt	For	For	For
4	Elect Director Juliet S. Ellis	Mgmt	For	For	For
5	Elect Director Charles W. Hooper	Mgmt	For	For	For
6	Elect Director Chansoo Joung	Mgmt	For	For	For
7	Elect Director H. Lamar McKay	Mgmt	For	For	For
8	Elect Director Peter A. Ragauss	Mgmt	For	For	For
9	Elect Director David L. Stover	Mgmt	For	For	For
10	Elect Director Anya Weaving	Mgmt	For	For	For
11	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

APA CORPORATION

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Archer-Daniels-Midland Company

Meeting Date: 05/23/2024	Country: USA	Ticker: ADM
Record Date: 04/04/2024	Meeting Type: Annual	
Primary Security ID: 039483102		

Shares Voted: 2,122

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael S. Burke	Mgmt	For	For	For
1b	Elect Director Theodore Colbert	Mgmt	For	For	For
1c	Elect Director James C. Collins, Jr.	Mgmt	For	For	For
1d	Elect Director Terrell K. Crews	Mgmt	For	For	For
1e	Elect Director Ellen de Brabander	Mgmt	For	For	For
1f	Elect Director Suzan F. Harrison	Mgmt	For	For	For
1g	Elect Director Juan R. Luciano	Mgmt	For	For	For
1h	Elect Director Patrick J. Moore	Mgmt	For	For	For
1i	Elect Director Debra A. Sandler	Mgmt	For	For	For
1j	Elect Director Lei Z. Schlitz	Mgmt	For	For	For
1k	Elect Director Kelvin R. Westbrook	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For

Bentley Systems, Incorporated

Meeting Date: 05/23/2024	Country: USA	Ticker: BSY
Record Date: 04/04/2024	Meeting Type: Annual	
Primary Security ID: 08265T208		

Shares Voted: 896

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barry J. Bentley	Mgmt	For	Withhold	Withhold
1.2	Elect Director Gregory S. Bentley	Mgmt	For	Withhold	Withhold
1.3	Elect Director Keith A. Bentley	Mgmt	For	Withhold	Withhold

Bentley Systems, Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Raymond B. Bentley	Mgmt	For	Withhold	Withhold
1.5	Elect Director Kirk B. Griswold	Mgmt	For	Withhold	Withhold
1.6	Elect Director Janet B. Haugen	Mgmt	For	Withhold	Withhold
1.7	Elect Director Brian F. Hughes	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Cheniere Energy, Inc.

Meeting Date: 05/23/2024

Record Date: 04/08/2024

Primary Security ID: 16411R208

Country: USA

Meeting Type: Annual

Ticker: LNG

Shares Voted: 950

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director G. Andrea Botta	Mgmt	For	For	For
1b	Elect Director Jack A. Fusco	Mgmt	For	For	For
1c	Elect Director Patricia K. Collawn	Mgmt	For	For	For
1d	Elect Director Brian E. Edwards	Mgmt	For	For	For
1e	Elect Director Denise Gray	Mgmt	For	For	For
1f	Elect Director Lorraine Mitchelmore	Mgmt	For	For	For
1g	Elect Director Scott Peak	Mgmt	For	For	For
1h	Elect Director Donald F. Robillard, Jr.	Mgmt	For	For	For
1i	Elect Director Neal A. Shear	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Limit the Personal Liability of Officers	Mgmt	For	For	For

Equinix, Inc.

Meeting Date: 05/23/2024

Record Date: 03/26/2024

Primary Security ID: 29444U700

Country: USA

Meeting Type: Annual

Ticker: EQIX

Equinix, Inc.

Shares Voted: 375

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nanci Caldwell	Mgmt	For	For	For
1b	Elect Director Adaire Fox-Martin	Mgmt	For	For	For
1c	Elect Director Gary Hromadko	Mgmt	For	For	For
1d	Elect Director Charles Meyers	Mgmt	For	For	For
1e	Elect Director Thomas Olinger	Mgmt	For	For	For
1f	Elect Director Christopher Paisley	Mgmt	For	For	For
1g	Elect Director Jeetu Patel	Mgmt	For	For	For
1h	Elect Director Sandra Rivera	Mgmt	For	For	For
1i	Elect Director Fidelma Russo	Mgmt	For	For	For
1j	Elect Director Peter Van Camp	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Extra Space Storage Inc.

Meeting Date: 05/23/2024Country: USATicker: EXR

Record Date: 03/26/2024Meeting Type: Annual

Primary Security ID: 30225T102

Shares Voted: 816

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth M. Woolley	Mgmt	For	For	For
1.2	Elect Director Joseph D. Margolis	Mgmt	For	For	For
1.3	Elect Director Mark G. Barberio	Mgmt	For	For	For
1.4	Elect Director Joseph J. Bonner	Mgmt	For	For	For
1.5	Elect Director Gary L. Crittenden	Mgmt	For	For	For
1.6	Elect Director Susan Harnett	Mgmt	For	For	For
1.7	Elect Director Spencer F. Kirk	Mgmt	For	For	For
1.8	Elect Director Diane Olmstead	Mgmt	For	For	For
1.9	Elect Director Joseph V. Saffire	Mgmt	For	For	For
1.10	Elect Director Julia Vander Ploeg	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Extra Space Storage Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Kenvue Inc.

Meeting Date: 05/23/2024	Country: USA	Ticker: KVUE
Record Date: 03/25/2024	Meeting Type: Annual	
Primary Security ID: 49177J102		

Shares Voted: 6,922

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	For	For
1b	Elect Director Peter M. Fasolo	Mgmt	For	For	For
1c	Elect Director Tamara S. Franklin	Mgmt	For	For	For
1d	Elect Director Seemantini Godbole	Mgmt	For	For	For
1e	Elect Director Melanie L. Healey	Mgmt	For	For	For
1f	Elect Director Betsy D. Holden	Mgmt	For	For	For
1g	Elect Director Larry J. Merlo	Mgmt	For	For	For
1h	Elect Director Thibaut Mongon	Mgmt	For	For	For
1i	Elect Director Vasant Prabhu	Mgmt	For	For	For
1j	Elect Director Michael E. Sneed	Mgmt	For	For	For
1k	Elect Director Joseph J. Wolk	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Manhattan Associates, Inc.

Meeting Date: 05/23/2024	Country: USA	Ticker: MANH
Record Date: 03/25/2024	Meeting Type: Annual	
Primary Security ID: 562750109		

Shares Voted: 245

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Deepak Raghavan	Mgmt	For	Against	Against
1b	Elect Director Edmond I. Eger, III	Mgmt	For	For	For

Manhattan Associates, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Linda T. Hollembaek	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Morgan Stanley

Meeting Date: 05/23/2024	Country: USA	Ticker: MS
Record Date: 03/25/2024	Meeting Type: Annual	
Primary Security ID: 617446448		

Shares Voted: 5,061

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Megan Butler	Mgmt	For	For	For
1b	Elect Director Thomas H. Glocer	Mgmt	For	For	For
1c	Elect Director James P. Gorman	Mgmt	For	For	For
1d	Elect Director Robert H. Herz	Mgmt	For	For	For
1e	Elect Director Erika H. James	Mgmt	For	For	For
1f	Elect Director Hironori Kamezawa	Mgmt	For	For	For
1g	Elect Director Shelley B. Leibowitz	Mgmt	For	For	For
1h	Elect Director Stephen J. Luczo	Mgmt	For	For	For
1i	Elect Director Jami Miscik	Mgmt	For	For	For
1j	Elect Director Masato Miyachi	Mgmt	For	For	For
1k	Elect Director Dennis M. Nally	Mgmt	For	For	For
1l	Elect Director Edward (Ted) Pick	Mgmt	For	For	For
1m	Elect Director Mary L. Schapiro	Mgmt	For	For	For
1n	Elect Director Perry M. Traquina	Mgmt	For	For	For
1o	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Report on Overseeing Risks Related to Discrimination Including Religious/Political Views	SH	Against	Against	Against
6	Report on Lobbying Payments and Policy	SH	Against	For	For
7	Report on Clean Energy Supply Financing Ratio	SH	Against	For	For

NextEra Energy, Inc.

Meeting Date: 05/23/2024

Record Date: 03/26/2024

Primary Security ID: 65339F101

Country: USA

Meeting Type: Annual

Ticker: NEE

Shares Voted: 8,186

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicole S. Arnaboldi	Mgmt	For	For	For
1b	Elect Director James L. Camaren	Mgmt	For	For	For
1c	Elect Director Naren K. Gursahaney	Mgmt	For	Against	Against
1d	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
1e	Elect Director Maria G. Henry	Mgmt	For	For	For
1f	Elect Director John W. Ketchum	Mgmt	For	For	For
1g	Elect Director Amy B. Lane	Mgmt	For	For	For
1h	Elect Director David L. Porges	Mgmt	For	For	For
1i	Elect Director Deborah L. "Dev" Stahlkopf	Mgmt	For	For	For
1j	Elect Director John A. Stall	Mgmt	For	For	For
1k	Elect Director Darryl L. Wilson	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Disclose Board Skills and Diversity Matrix	SH	Against	For	For
5	Report on Climate Lobbying	SH	Against	For	For

Pinterest, Inc.

Meeting Date: 05/23/2024

Record Date: 03/27/2024

Primary Security ID: 72352L106

Country: USA

Meeting Type: Annual

Ticker: PINS

Shares Voted: 2,204

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fredric G. Reynolds	Mgmt	For	Against	Against
1b	Elect Director Scott Schenkel	Mgmt	For	For	For
1c	Elect Director Andrea Wishom	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Republic Services, Inc.

Meeting Date: 05/23/2024

Record Date: 03/26/2024

Primary Security ID: 760759100

Country: USA

Meeting Type: Annual

Ticker: RSG

Shares Voted: 818

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Manny Kadre	Mgmt	For	For	For
1b	Elect Director Tomago Collins	Mgmt	For	For	For
1c	Elect Director Michael A. Duffy	Mgmt	For	For	For
1d	Elect Director Thomas W. Handley	Mgmt	For	For	For
1e	Elect Director Jennifer M. Kirk	Mgmt	For	For	For
1f	Elect Director Michael Larson	Mgmt	For	For	For
1g	Elect Director N. Thomas Linebarger	Mgmt	For	For	For
1h	Elect Director Meg Reynolds	Mgmt	For	For	For
1i	Elect Director James P. Snee	Mgmt	For	For	For
1j	Elect Director Brian S. Tyler	Mgmt	For	For	For
1k	Elect Director Jon Vander Ark	Mgmt	For	For	For
1l	Elect Director Sandra M. Volpe	Mgmt	For	For	For
1m	Elect Director Katharine B. Weymouth	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on "Just Transition"	SH	Against	For	For

SBA Communications Corporation

Meeting Date: 05/23/2024

Record Date: 03/22/2024

Primary Security ID: 78410G104

Country: USA

Meeting Type: Annual

Ticker: SBAC

Shares Voted: 430

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brendan T. Cavanagh	Mgmt	For	For	For
1.2	Elect Director Mary S. Chan	Mgmt	For	For	For
1.3	Elect Director Jay L. Johnson	Mgmt	For	For	For
1.4	Elect Director George R. Krouse, Jr.	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

ServiceNow, Inc.

Meeting Date: 05/23/2024

Record Date: 03/26/2024

Primary Security ID: 81762P102

Country: USA

Meeting Type: Annual

Ticker: NOW

Shares Voted: 779

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Deborah Black	Mgmt	For	For	For
1b	Elect Director Susan L. Bostrom	Mgmt	For	For	For
1c	Elect Director Teresa Briggs	Mgmt	For	For	For
1d	Elect Director Jonathan C. Chadwick	Mgmt	For	For	For
1e	Elect Director Paul E. Chamberlain	Mgmt	For	For	For
1f	Elect Director Lawrence J. Jackson, Jr.	Mgmt	For	For	For
1g	Elect Director Frederic B. Luddy	Mgmt	For	For	For
1h	Elect Director William R. "Bill" McDermott	Mgmt	For	For	For
1i	Elect Director Jeffrey A. Miller	Mgmt	For	For	For
1j	Elect Director Joseph "Larry" Quinlan	Mgmt	For	For	For
1k	Elect Director Anita M. Sands	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For

The Charles Schwab Corporation

Meeting Date: 05/23/2024

Record Date: 03/25/2024

Primary Security ID: 808513105

Country: USA

Meeting Type: Annual

Ticker: SCHW

Shares Voted: 5,732

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Walter W. Bettinger, II	Mgmt	For	For	For
1.2	Elect Director Joan T. Dea	Mgmt	For	For	For
1.3	Elect Director Christopher V. Dodds	Mgmt	For	For	For
1.4	Elect Director Bharat B. Masrani	Mgmt	For	For	For
1.5	Elect Director Charles A. Ruffel	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

The Charles Schwab Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Improve Executive Compensation Program and Policy	SH	Against	Against	Against
5	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
6	Report on Median Gender/Racial Pay Gaps	SH	Against	For	For

The Interpublic Group of Companies, Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: IPG

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 460690100

Shares Voted: 1,528

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jorge L. Benitez	Mgmt	For	For	For
1.2	Elect Director Jocelyn Carter-Miller	Mgmt	For	For	For
1.3	Elect Director Mary J. Steele Guilfoile	Mgmt	For	For	For
1.4	Elect Director Dawn Hudson	Mgmt	For	For	For
1.5	Elect Director Philippe Krakowsky	Mgmt	For	For	For
1.6	Elect Director Jonathan F. Miller	Mgmt	For	For	For
1.7	Elect Director Patrick Q. Moore	Mgmt	For	For	For
1.8	Elect Director Linda S. Sanford	Mgmt	For	For	For
1.9	Elect Director David M. Thomas	Mgmt	For	For	For
1.10	Elect Director E. Lee Wyatt, Jr.	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For

UDR, Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: UDR

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 902653104

Shares Voted: 1,307

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Katherine A. Cattanach	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Jon A. Grove	Mgmt	For	For	For
1c	Elect Director Mary Ann King	Mgmt	For	For	For
1d	Elect Director James D. Klingbeil	Mgmt	For	For	For
1e	Elect Director Clint D. McDonnough	Mgmt	For	For	For
1f	Elect Director Robert A. McNamara	Mgmt	For	For	For
1g	Elect Director Diane M. Morefield	Mgmt	For	For	For
1h	Elect Director Kevin C. Nickelberry	Mgmt	For	For	For
1i	Elect Director Mark R. Patterson	Mgmt	For	For	For
1j	Elect Director Thomas W. Toomey	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Unum Group

Meeting Date: 05/23/2024Country: USATicker: UNM

Record Date: 03/25/2024Meeting Type: Annual

Primary Security ID: 91529Y106

Shares Voted: 773					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Theodore H. Bunting, Jr.	Mgmt	For	For	For
1b	Elect Director Susan L. Cross	Mgmt	For	For	For
1c	Elect Director Susan D. DeVore	Mgmt	For	For	For
1d	Elect Director Joseph J. Echevarria	Mgmt	For	For	For
1e	Elect Director Cynthia L. Egan	Mgmt	For	For	For
1f	Elect Director Kevin T. Kabat	Mgmt	For	For	For
1g	Elect Director Timothy F. Keaney	Mgmt	For	For	For
1h	Elect Director Gale V. King	Mgmt	For	For	For
1i	Elect Director Gloria C. Larson	Mgmt	For	For	For
1j	Elect Director Mojgan M. Lefebvre	Mgmt	For	For	For
1k	Elect Director Richard P. McKenney	Mgmt	For	For	For
1l	Elect Director Ronald P. O'Hanley	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Unum Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

VeriSign, Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: VRSN

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 92343E102

Shares Voted: 354

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director D. James Bidzos	Mgmt	For	For	For
1.2	Elect Director Courtney D. Armstrong	Mgmt	For	For	For
1.3	Elect Director Yehuda Ari Buchalter	Mgmt	For	For	For
1.4	Elect Director Kathleen A. Cote	Mgmt	For	For	For
1.5	Elect Director Thomas F. Frist, III	Mgmt	For	For	For
1.6	Elect Director Jamie S. Gorelick	Mgmt	For	For	For
1.7	Elect Director Roger H. Moore	Mgmt	For	For	For
1.8	Elect Director Timothy Tomlinson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Waters Corporation

Meeting Date: 05/23/2024

Country: USA

Ticker: WAT

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 941848103

Shares Voted: 236

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Flemming Ornskov	Mgmt	For	For	For
1.2	Elect Director Linda Baddour	Mgmt	For	For	For
1.3	Elect Director Udit Batra	Mgmt	For	For	For
1.4	Elect Director Dan Brennan	Mgmt	For	For	For
1.5	Elect Director Richard Fearon	Mgmt	For	For	For
1.6	Elect Director Pearl S. Huang	Mgmt	For	For	For
1.7	Elect Director Wei Jiang	Mgmt	For	For	For

Waters Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Christopher A. Kuebler	Mgmt	For	For	For
1.9	Elect Director Mark Vergnano	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

Welltower Inc.

Meeting Date: 05/23/2024	Country: USA	Ticker: WELL
Record Date: 03/28/2024	Meeting Type: Annual	
Primary Security ID: 95040Q104		

Shares Voted: 2,211

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kenneth J. Bacon	Mgmt	For	For	For
1b	Elect Director Karen B. DeSalvo	Mgmt	For	For	For
1c	Elect Director Dennis G. Lopez	Mgmt	For	For	For
1d	Elect Director Shankh Mitra	Mgmt	For	For	For
1e	Elect Director Ade J. Patton	Mgmt	For	For	For
1f	Elect Director Diana W. Reid	Mgmt	For	For	For
1g	Elect Director Sergio D. Rivera	Mgmt	For	For	For
1h	Elect Director Johnese M. Spisso	Mgmt	For	For	For
1i	Elect Director Kathryn M. Sullivan	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
5	Increase Authorized Common Stock	Mgmt	For	For	For

LyondellBasell Industries N.V.

Meeting Date: 05/24/2024	Country: Netherlands	Ticker: LYB
Record Date: 04/26/2024	Meeting Type: Annual	
Primary Security ID: N53745100		

LyondellBasell Industries N.V.

Shares Voted: 1,033

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacques Aigrain	Mgmt	For	For	For
1b	Elect Director Lincoln Benet	Mgmt	For	For	For
1c	Elect Director Robin Buchanan	Mgmt	For	For	For
1d	Elect Director Anthony (Tony) Chase	Mgmt	For	For	For
1e	Elect Director Robert (Bob) Dudley	Mgmt	For	For	For
1f	Elect Director Claire Farley	Mgmt	For	For	For
1g	Elect Director Rita Griffin	Mgmt	For	Against	Against
1h	Elect Director Michael (Mike) Hanley	Mgmt	For	For	For
1i	Elect Director Virginia Kamsky	Mgmt	For	For	For
1j	Elect Director Bridget Karlin	Mgmt	For	For	For
1k	Elect Director Albert Manifold	Mgmt	For	For	For
1l	Elect Director Peter Vanacker	Mgmt	For	For	For
2	Approve Discharge of Directors	Mgmt	For	For	For
3	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Approve Cancellation of Shares	Mgmt	For	For	For

Quanta Services, Inc.

Meeting Date: 05/24/2024Country: USATicker: PWR

Record Date: 04/01/2024Meeting Type: Annual

Primary Security ID: 74762E102

Shares Voted: 580

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Earl C. (Duke) Austin, Jr.	Mgmt	For	For	For
1.2	Elect Director Warner L. Baxter	Mgmt	For	For	For
1.3	Elect Director Doyle N. Beneby	Mgmt	For	For	For
1.4	Elect Director Vincent D. Foster	Mgmt	For	For	For

Quanta Services, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Bernard Fried	Mgmt	For	For	For
1.6	Elect Director Worthing F. Jackman	Mgmt	For	For	For
1.7	Elect Director Holli C. Ladhani	Mgmt	For	For	For
1.8	Elect Director Jo-ann dePass Olsovsky	Mgmt	For	For	For
1.9	Elect Director R. Scott Rowe	Mgmt	For	For	For
1.10	Elect Director Raul J. Valentin	Mgmt	For	For	For
1.11	Elect Director Martha B. Wyrsh	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For

Southern Copper Corporation

Meeting Date: 05/24/2024

Country: USA

Ticker: SCCO

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 84265V105

Shares Voted: 343

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director German Larrea Mota-Velasco	Mgmt	For	Withhold	Withhold
1.2	Elect Director Oscar Gonzalez Rocha	Mgmt	For	Withhold	Withhold
1.3	Elect Director Vicente Ariztegui Andreve	Mgmt	For	For	For
1.4	Elect Director Javier Arrigunaga	Mgmt	For	For	For
1.5	Elect Director Enrique Castillo Sanchez Mejorada	Mgmt	For	For	For
1.6	Elect Director Leonardo Contreras Lerdo de Tejada	Mgmt	For	Withhold	Withhold
1.7	Elect Director Luis Miguel Palomino Bonilla	Mgmt	For	Withhold	Withhold
1.8	Elect Director Gilberto Perezalonso Cifuentes	Mgmt	For	For	For
1.9	Elect Director Carlos Ruiz Sacristan	Mgmt	For	Withhold	Withhold
1.10	Elect Director Jose Pedro Valenzuela Rionda	Mgmt	For	For	For
2	Ratify Galaz, Yamazaki, Ruiz Urquiza S.C. as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Celsius Holdings, Inc.

Meeting Date: 05/28/2024

Record Date: 04/01/2024

Primary Security ID: 15118V207

Country: USA

Meeting Type: Annual

Ticker: CELH

Shares Voted: 580

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicholas Castaldo	Mgmt	For	For	For
1.2	Elect Director Damon DeSantis	Mgmt	For	For	For
1.3	Elect Director John Fieldly	Mgmt	For	For	For
1.4	Elect Director Hal Kravitz	Mgmt	For	For	For
1.5	Elect Director Jim Lee	Mgmt	For	For	For
1.6	Elect Director Caroline Levy	Mgmt	For	Against	Against
1.7	Elect Director Cheryl Miller	Mgmt	For	Against	Against
1.8	Elect Director Joyce Russell	Mgmt	For	Against	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Hess Corporation

Meeting Date: 05/28/2024

Record Date: 04/12/2024

Primary Security ID: 42809H107

Country: USA

Meeting Type: Special

Ticker: HES

Shares Voted: 1,111

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Abstain	Abstain
2	Advisory Vote on Golden Parachutes	Mgmt	For	Against	Against
3	Adjourn Meeting	Mgmt	For	For	For

Merck & Co., Inc.

Meeting Date: 05/28/2024

Record Date: 04/01/2024

Primary Security ID: 58933Y105

Country: USA

Meeting Type: Annual

Ticker: MRK

Shares Voted: 10,121

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For	For
1b	Elect Director Mary Ellen Coe	Mgmt	For	For	For
1c	Elect Director Pamela J. Craig	Mgmt	For	For	For

Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Robert M. Davis	Mgmt	For	For	For
1e	Elect Director Thomas H. Glocer	Mgmt	For	For	For
1f	Elect Director Risa J. Lavizzo-Mourey	Mgmt	For	For	For
1g	Elect Director Stephen L. Mayo	Mgmt	For	For	For
1h	Elect Director Paul B. Rothman	Mgmt	For	For	For
1i	Elect Director Patricia F. Russo	Mgmt	For	For	For
1j	Elect Director Christine E. Seidman	Mgmt	For	For	For
1k	Elect Director Inge G. Thulin	Mgmt	For	For	For
1l	Elect Director Kathy J. Warden	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Provide Right to Act by Written Consent	SH	Against	For	For
5	Disclose a Government Censorship Transparency Report	SH	Against	Against	Against
6	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

The Trade Desk, Inc.

Meeting Date: 05/28/2024

Country: USA

Ticker: TTD

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 88339J105

Shares Voted: 1,779

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Samantha Jacobson	Mgmt	For	For	For
1.2	Elect Director Gokul Rajaram	Mgmt	For	Withhold	Withhold
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Chevron Corporation

Meeting Date: 05/29/2024

Country: USA

Ticker: CVX

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 166764100

Chevron Corporation

Shares Voted: 7,393

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For
1b	Elect Director John B. Frank	Mgmt	For	For	For
1c	Elect Director Alice P. Gast	Mgmt	For	For	For
1d	Elect Director Enrique Hernandez, Jr.	Mgmt	For	Against	Against
1e	Elect Director Marillyn A. Hewson	Mgmt	For	For	For
1f	Elect Director Jon M. Huntsman, Jr.	Mgmt	For	For	For
1g	Elect Director Charles W. Moorman	Mgmt	For	For	For
1h	Elect Director Dambisa F. Moyo	Mgmt	For	For	For
1i	Elect Director Debra Reed-Klages	Mgmt	For	For	For
1j	Elect Director D. James Umpleby, III	Mgmt	For	For	For
1k	Elect Director Cynthia J. Warner	Mgmt	For	For	For
1l	Elect Director Michael K. (Mike) Wirth	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Analyzing the Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against
5	Report on Reduced Plastics Demand Impact on Financial Assumptions	SH	Against	For	For
6	Commission Third Party Assessment on Company's Human Rights Policies	SH	Against	For	For
7	Publish a Tax Transparency Report	SH	Against	For	For

Docusign, Inc.

Meeting Date: 05/29/2024

Record Date: 04/04/2024

Primary Security ID: 256163106

Country: USA

Meeting Type: Annual

Ticker: DOCU

Shares Voted: 811

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Enrique Salem	Mgmt	For	For	For
1b	Elect Director Peter Solvik	Mgmt	For	Against	Against
1c	Elect Director Maggie Wilderotter	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Docusign, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For

Dollar General Corporation

Meeting Date: 05/29/2024Country: USATicker: DG

Record Date: 03/20/2024Meeting Type: Annual

Primary Security ID: 256677105

Shares Voted: 876

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Warren F. Bryant	Mgmt	For	For	For
1b	Elect Director Michael M. Calbert	Mgmt	For	For	For
1c	Elect Director Ana M. Chadwick	Mgmt	For	For	For
1d	Elect Director Patricia D. Fili-Krushel	Mgmt	For	For	For
1e	Elect Director Timothy I. McGuire	Mgmt	For	For	For
1f	Elect Director David P. Rowland	Mgmt	For	For	For
1g	Elect Director Debra A. Sandler	Mgmt	For	For	For
1h	Elect Director Ralph E. Santana	Mgmt	For	For	For
1i	Elect Director Todd J. Vasos	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Clawback Policy	SH	Against	Against	Against

Exxon Mobil Corporation

Meeting Date: 05/29/2024Country: USATicker: XOM

Record Date: 04/03/2024Meeting Type: Annual

Primary Security ID: 30231G102

Shares Voted: 15,845

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Angelakis	Mgmt	For	For	For
1.2	Elect Director Angela F. Braly	Mgmt	For	Against	Against
1.3	Elect Director Gregory J. Goff	Mgmt	For	For	For
1.4	Elect Director John D. Harris, II	Mgmt	For	For	For

Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Kaisa H. Hietala	Mgmt	For	For	For
1.6	Elect Director Joseph L. Hooley	Mgmt	For	For	For
1.7	Elect Director Steven A. Kandarian	Mgmt	For	For	For
1.8	Elect Director Alexander A. Karsner	Mgmt	For	Against	Against
1.9	Elect Director Lawrence W. Kellner	Mgmt	For	Against	Against
1.10	Elect Director Dina Powell McCormick	Mgmt	For	For	For
1.11	Elect Director Jeffrey W. Ubben	Mgmt	For	Against	Against
1.12	Elect Director Darren W. Woods	Mgmt	For	Against	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Revisit Executive Pay Incentives for GHG Emission Reductions	SH	Against	Against	Against
5	Report on Median Gender/Racial Pay Gaps	SH	Against	For	For
6	Report on Reduced Plastics Demand Impact on Financial Assumptions	SH	Against	For	For
7	Report on Social Impact from Plant Closure or Energy Transition	SH	Against	For	For

Meta Platforms, Inc.

Meeting Date: 05/29/2024

Record Date: 04/01/2024

Primary Security ID: 30303M102

Country: USA

Meeting Type: Annual

Ticker: META

Shares Voted: 8,865

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peggy Alford	Mgmt	For	Withhold	Withhold
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Withhold	Withhold
1.3	Elect Director John Arnold	Mgmt	For	For	For
1.4	Elect Director Andrew W. Houston	Mgmt	For	Withhold	Withhold
1.5	Elect Director Nancy Killefer	Mgmt	For	For	For
1.6	Elect Director Robert M. Kimmitt	Mgmt	For	For	For
1.7	Elect Director Hock E. Tan	Mgmt	For	For	For
1.8	Elect Director Tracey T. Travis	Mgmt	For	For	For
1.9	Elect Director Tony Xu	Mgmt	For	Withhold	Withhold
1.10	Elect Director Mark Zuckerberg	Mgmt	For	Withhold	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	Against	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
6	Report on Generative AI Misinformation and Disinformation Risks	SH	Against	For	For
7	Disclosure of Voting Results Based on Class of Shares	SH	Against	For	For
8	Report on Human Rights Risks in Non-US Markets	SH	Against	For	For
9	Amend Corporate Governance Guidelines	SH	Against	For	For
10	Report on Human Rights Impact Assessment of Targeted Advertising	SH	Against	For	For
11	Report on Child Safety and Harm Reduction	SH	Against	For	For
12	Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	SH	Against	Against	Against
13	Report on Political Advertising and Election Cycle Enhanced Actions	SH	Against	For	For
14	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	For	For

NXP Semiconductors N.V.

Meeting Date: 05/29/2024

Country: Netherlands

Ticker: NXPI

Record Date: 05/01/2024

Meeting Type: Annual

Primary Security ID: N6596X109

Shares Voted: 1,030

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board Members	Mgmt	For	For	For
3a	Reelect Kurt Sievers as Executive Director	Mgmt	For	For	For
3b	Reelect Annette Clayton as Non-Executive Director	Mgmt	For	For	For
3c	Reelect Anthony Foxx as Non-Executive Director	Mgmt	For	For	For
3d	Reelect Moshe Gavrielov as Non-Executive Director	Mgmt	For	For	For

NXP Semiconductors N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3e	Reelect Chunyuan Gu as Non-Executive Director	Mgmt	For	For	For
3f	Reelect Lena Olving as Non-Executive Director	Mgmt	For	For	For
3g	Reelect Julie Southern as Non-Executive Director	Mgmt	For	For	For
3h	Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	For	For	For
3i	Reelect Gregory Summe as Non-Executive Director	Mgmt	For	For	For
3j	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	For	For	For
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7	Approve Cancellation of Ordinary Shares	Mgmt	For	For	For
8	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
9	Approve Remuneration of the Non Executive Members of the Board	Mgmt	For	For	For
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Royal Caribbean Cruises Ltd.

Meeting Date: 05/29/2024

Record Date: 04/11/2024

Primary Security ID: V7780T103

Country: Liberia

Meeting Type: Annual

Ticker: RCL

Shares Voted: 938

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John F. Brock	Mgmt	For	For	For
1b	Elect Director Richard D. Fain	Mgmt	For	For	For
1c	Elect Director Stephen R. Howe, Jr.	Mgmt	For	For	For
1d	Elect Director William L. Kimsey	Mgmt	For	For	For
1e	Elect Director Michael O. Leavitt	Mgmt	For	For	For
1f	Elect Director Jason T. Liberty	Mgmt	For	For	For
1g	Elect Director Amy McPherson	Mgmt	For	For	For
1h	Elect Director Maritza G. Montiel	Mgmt	For	For	For
1i	Elect Director Ann S. Moore	Mgmt	For	For	For

Royal Caribbean Cruises Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Eyal M. Ofer	Mgmt	For	For	For
1k	Elect Director Vagn O. Sorensen	Mgmt	For	For	For
1l	Elect Director Donald Thompson	Mgmt	For	For	For
1m	Elect Director Arne Alexander Wilhelmsen	Mgmt	For	For	For
1n	Elect Director Rebecca Yeung	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

SS&C Technologies Holdings, Inc.

Meeting Date: 05/29/2024Country: USATicker: SSNC

Record Date: 04/02/2024Meeting Type: Annual

Primary Security ID: 78467J100

Shares Voted: 860

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jonathan E. Michael	Mgmt	For	For	For
1b	Elect Director Debra Walton-Ruskin	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

The Carlyle Group Inc.

Meeting Date: 05/29/2024Country: USATicker: CG

Record Date: 04/02/2024Meeting Type: Annual

Primary Security ID: 14316J108

Shares Voted: 819

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Daniel A. D'Aniello	Mgmt	For	For	For
1.2	Elect Director Sharda Cherwoo	Mgmt	For	For	For
1.3	Elect Director William J. Shaw	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For

The Carlyle Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Williams-Sonoma, Inc.

Meeting Date: 05/29/2024	Country: USA	Ticker: WSM
Record Date: 04/02/2024	Meeting Type: Annual	
Primary Security ID: 969904101		

Shares Voted: 242

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Laura Alber	Mgmt	For	For	For
1.2	Elect Director Esi Eggleston Bracey	Mgmt	For	For	For
1.3	Elect Director Andrew Campion	Mgmt	For	For	For
1.4	Elect Director Scott Dahnke	Mgmt	For	For	For
1.5	Elect Director Anne Finucane	Mgmt	For	For	For
1.6	Elect Director William Ready	Mgmt	For	For	For
1.7	Elect Director Frits van Paasschen	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Bruker Corporation

Meeting Date: 05/30/2024	Country: USA	Ticker: BRKR
Record Date: 04/01/2024	Meeting Type: Annual	
Primary Security ID: 116794108		

Shares Voted: 371

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William A. Linton	Mgmt	For	For	For
1.2	Elect Director Adelene Q. Perkins	Mgmt	For	For	For
1.3	Elect Director Robert J. Rosenthal	Mgmt	For	For	For

Brucker Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Ferguson Plc

Meeting Date: 05/30/2024	Country: Jersey	Ticker: FERG
Record Date: 04/15/2024	Meeting Type: Special	
Primary Security ID: G3421J106		

Shares Voted: 812

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change Jurisdiction of Incorporation from Jersey to Delaware	Mgmt	For	For	For
2.A	Amend Articles	Mgmt	For	For	For
2.B	Permit Board to Amend Bylaws Without Shareholder Consent	Mgmt	For	For	For
2.C	Authorize Board to Fill Vacancies	Mgmt	For	For	For
2.D	Provide Right to Call a Special Meeting	Mgmt	For	Against	Against
2.E	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
2.F	Amend Exclusive Forum Provision	Mgmt	For	For	For
2.G	Authorize New Class of Preferred Stock	Mgmt	For	Against	Against
2.H	Authorize a New Class of Common Stock	Mgmt	For	For	For

Iron Mountain Incorporated

Meeting Date: 05/30/2024	Country: USA	Ticker: IRM
Record Date: 04/02/2024	Meeting Type: Annual	
Primary Security ID: 46284V101		

Shares Voted: 1,166

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer Allerton	Mgmt	For	For	For
1b	Elect Director Pamela M. Arway	Mgmt	For	For	For
1c	Elect Director Clarke H. Bailey	Mgmt	For	For	For
1d	Elect Director Kent P. Dauten	Mgmt	For	For	For
1e	Elect Director Monte Ford	Mgmt	For	For	For

Iron Mountain Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Robin L. Matlock	Mgmt	For	For	For
1g	Elect Director William L. Meaney	Mgmt	For	For	For
1h	Elect Director Wendy J. Murdock	Mgmt	For	For	For
1i	Elect Director Walter C. Rakowich	Mgmt	For	For	For
1j	Elect Director Theodore R. Samuels	Mgmt	For	For	For
1k	Elect Director Doyle R. Simons	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Realty Income Corporation

Meeting Date: 05/30/2024

Record Date: 03/21/2024

Primary Security ID: 756109104

Country: USA

Meeting Type: Annual

Ticker: O

Shares Voted: 3,321

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Priscilla Almodovar	Mgmt	For	For	For
1b	Elect Director Jacqueline Brady	Mgmt	For	For	For
1c	Elect Director A. Larry Chapman	Mgmt	For	For	For
1d	Elect Director Reginald H. Gilyard	Mgmt	For	For	For
1e	Elect Director Mary Hogan Preusse	Mgmt	For	For	For
1f	Elect Director Priya Cherian Huskins	Mgmt	For	For	For
1g	Elect Director Jeff A. Jacobson	Mgmt	For	For	For
1h	Elect Director Gerardo I. Lopez	Mgmt	For	For	For
1i	Elect Director Michael D. McKee	Mgmt	For	For	For
1j	Elect Director Gregory T. McLaughlin	Mgmt	For	For	For
1k	Elect Director Sumit Roy	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Roblox Corporation

Meeting Date: 05/30/2024

Record Date: 04/01/2024

Primary Security ID: 771049103

Country: USA

Meeting Type: Annual

Ticker: RBLX

Shares Voted: 1,911

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Anthony P. Lee	Mgmt	For	Withhold	Withhold
1.2	Elect Director Andrea Wong	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Amgen Inc.

Meeting Date: 05/31/2024

Record Date: 04/01/2024

Primary Security ID: 031162100

Country: USA

Meeting Type: Annual

Ticker: AMGN

Shares Voted: 2,138

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For
1b	Elect Director Robert A. Bradway	Mgmt	For	For	For
1c	Elect Director Michael V. Drake	Mgmt	For	For	For
1d	Elect Director Brian J. Druker	Mgmt	For	For	For
1e	Elect Director Robert A. Eckert	Mgmt	For	For	For
1f	Elect Director Greg C. Garland	Mgmt	For	For	For
1g	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For
1h	Elect Director S. Omar Ishrak	Mgmt	For	For	For
1i	Elect Director Tyler Jacks	Mgmt	For	For	For
1j	Elect Director Mary E. Klotman	Mgmt	For	For	For
1k	Elect Director Ellen J. Kullman	Mgmt	For	For	For
1l	Elect Director Amy E. Miles	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

EPAM Systems, Inc.

Meeting Date: 05/31/2024

Record Date: 04/02/2024

Primary Security ID: 29414B104

Country: USA

Meeting Type: Annual

Ticker: EPAM

Shares Voted: 230

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Arkadiy Dobkin	Mgmt	For	For	For
1b	Elect Director DeAnne Aguirre	Mgmt	For	For	For
1c	Elect Director Chandra McMahon	Mgmt	For	For	For
1d	Elect Director Robert E. Segert	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Declassify the Board of Directors	SH	None	For	For

Lowe's Companies, Inc.

Meeting Date: 05/31/2024

Record Date: 03/25/2024

Primary Security ID: 548661107

Country: USA

Meeting Type: Annual

Ticker: LOW

Shares Voted: 2,297

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	Mgmt	For	For	For
1.2	Elect Director David H. Batchelder	Mgmt	For	For	For
1.3	Elect Director Scott H. Baxter	Mgmt	For	For	For
1.4	Elect Director Sandra B. Cochran	Mgmt	For	For	For
1.5	Elect Director Laurie Z. Douglas	Mgmt	For	For	For
1.6	Elect Director Richard W. Dreiling	Mgmt	For	For	For
1.7	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1.8	Elect Director Navdeep Gupta	Mgmt	For	For	For
1.9	Elect Director Brian C. Rogers	Mgmt	For	For	For
1.10	Elect Director Bertram L. Scott	Mgmt	For	For	For
1.11	Elect Director Lawrence Simkins	Mgmt	For	For	For
1.12	Elect Director Colleen Taylor	Mgmt	For	For	For
1.13	Elect Director Mary Beth West	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Lowe's Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

UnitedHealth Group Incorporated

Meeting Date: 06/03/2024	Country: USA	Ticker: UNH
Record Date: 04/05/2024	Meeting Type: Annual	
Primary Security ID: 91324P102		

Shares Voted: 3,691

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles Baker	Mgmt	For	For	For
1b	Elect Director Timothy Flynn	Mgmt	For	For	For
1c	Elect Director Paul Garcia	Mgmt	For	For	For
1d	Elect Director Kristen Gil	Mgmt	For	For	For
1e	Elect Director Stephen Hemsley	Mgmt	For	For	For
1f	Elect Director Michele Hooper	Mgmt	For	For	For
1g	Elect Director F. William McNabb, III	Mgmt	For	For	For
1h	Elect Director Valerie Montgomery Rice	Mgmt	For	For	For
1i	Elect Director John Noseworthy	Mgmt	For	For	For
1j	Elect Director Andrew Witty	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For

Watsco, Inc.

Meeting Date: 06/03/2024	Country: USA	Ticker: WSO
Record Date: 04/05/2024	Meeting Type: Annual	
Primary Security ID: 942622200		

Shares Voted: 135

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Barry S. Logan	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Watsco, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Zillow Group, Inc.

Meeting Date: 06/03/2024	Country: USA	Ticker: Z
Record Date: 03/25/2024	Meeting Type: Annual	
Primary Security ID: 98954M200		

Shares Voted: 205

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Erik Blachford	Mgmt	For	Against	Against
1.2	Elect Director J. William Gurley	Mgmt	For	For	For
1.3	Elect Director Gordon Stephenson	Mgmt	For	Against	Against
1.4	Elect Director Claire Cormier Thielke	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Ares Management Corporation

Meeting Date: 06/04/2024	Country: USA	Ticker: ARES
Record Date: 04/05/2024	Meeting Type: Annual	
Primary Security ID: 03990B101		

Shares Voted: 666

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael J. Arougheti	Mgmt	For	Against	Against
1b	Elect Director Ashish Bhutani	Mgmt	For	Against	Against
1c	Elect Director Antoinette Bush	Mgmt	For	Against	Against
1d	Elect Director R. Kipp deVeer	Mgmt	For	Against	Against
1e	Elect Director Paul G. Joubert	Mgmt	For	Against	Against
1f	Elect Director David B. Kaplan	Mgmt	For	Against	Against
1g	Elect Director Michael Lynton	Mgmt	For	Against	Against
1h	Elect Director Eileen Naughton	Mgmt	For	Against	Against
1i	Elect Director Judy D. Olian	Mgmt	For	Against	Against
1j	Elect Director Antony P. Ressler	Mgmt	For	Against	Against
1k	Elect Director Bennett Rosenthal	Mgmt	For	Against	Against

Ares Management Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Booking Holdings Inc.

Meeting Date: 06/04/2024	Country: USA	Ticker: BKNG
Record Date: 04/09/2024	Meeting Type: Annual	
Primary Security ID: 09857L108		

Shares Voted: 137

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn D. Fogel	Mgmt	For	For	For
1.2	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	For
1.3	Elect Director Kelly Grier	Mgmt	For	For	For
1.4	Elect Director Wei Hopeman	Mgmt	For	For	For
1.5	Elect Director Robert J. Mylod, Jr.	Mgmt	For	For	For
1.6	Elect Director Charles H. Noski	Mgmt	For	For	For
1.7	Elect Director Larry Quinlan	Mgmt	For	For	For
1.8	Elect Director Nicholas J. Read	Mgmt	For	For	For
1.9	Elect Director Thomas E. Rothman	Mgmt	For	For	For
1.10	Elect Director Sumit Singh	Mgmt	For	For	For
1.11	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For	For
1.12	Elect Director Vanessa A. Wittman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Clawback Policy	SH	Against	For	For
5	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	For	For

Builders FirstSource, Inc.

Meeting Date: 06/04/2024	Country: USA	Ticker: BLDR
Record Date: 04/12/2024	Meeting Type: Annual	
Primary Security ID: 12008R107		

Builders FirstSource, Inc.

Shares Voted: 491

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cleveland A. Christophe	Mgmt	For	For	For
1.2	Elect Director W. Bradley Hayes	Mgmt	For	For	For
1.3	Elect Director Brett N. Milgrim	Mgmt	For	For	For
1.4	Elect Director David E. Rush	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Cloudflare, Inc.

Meeting Date: 06/04/2024Country: USATicker: NET
Record Date: 04/10/2024Meeting Type: Annual
Primary Security ID: 18915M107

Shares Voted: 1,181

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Maria Eitel	Mgmt	For	Withhold	Withhold
1.2	Elect Director Matthew Prince	Mgmt	For	For	For
1.3	Elect Director Katrin Suder	Mgmt	For	Withhold	Withhold
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Cognizant Technology Solutions Corporation

Meeting Date: 06/04/2024Country: USATicker: CTSH
Record Date: 04/08/2024Meeting Type: Annual
Primary Security ID: 192446102

Shares Voted: 2,003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Zein Abdalla	Mgmt	For	For	For
1b	Elect Director Vinita Bali	Mgmt	For	For	For
1c	Elect Director Eric Branderiz	Mgmt	For	For	For
1d	Elect Director Archana Deskus	Mgmt	For	For	For
1e	Elect Director John M. Dineen	Mgmt	For	For	For

Cognizant Technology Solutions Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Ravi Kumar S	Mgmt	For	For	For
1g	Elect Director Leo S. Mackay, Jr.	Mgmt	For	For	For
1h	Elect Director Michael Patsalos-Fox	Mgmt	For	For	For
1i	Elect Director Stephen "Steve" J. Rohleder	Mgmt	For	For	For
1j	Elect Director Abraham "Bram" Schot	Mgmt	For	For	For
1k	Elect Director Joseph M. Velli	Mgmt	For	For	For
1l	Elect Director Sandra S. Wijnberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation and to Remove Obsolete Provisions	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Adopt Policy on Fair Treatment of Shareholder Nominees	SH	Against	Against	Against

Fortive Corporation

Meeting Date: 06/04/2024	Country: USA	Ticker: FTV
Record Date: 04/08/2024	Meeting Type: Annual	
Primary Security ID: 34959J108		

Shares Voted: 1,402

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eric Branderiz	Mgmt	For	For	For
1b	Elect Director Daniel L. Comas	Mgmt	For	For	For
1c	Elect Director Sharmistha Dubey	Mgmt	For	For	For
1d	Elect Director Rejji P. Hayes	Mgmt	For	For	For
1e	Elect Director Wright Lassiter, III	Mgmt	For	For	For
1f	Elect Director James A. Lico	Mgmt	For	For	For
1g	Elect Director Kate D. Mitchell	Mgmt	For	For	For
1h	Elect Director Jeannine P. Sargent	Mgmt	For	For	For
1i	Elect Director Alan G. Spoon	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Include Officer Exculpation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Fortive Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Bylaw Regarding Stockholder Approval of Director Compensation	SH	Against	Against	Against

General Motors Company

Meeting Date: 06/04/2024	Country: USA	Ticker: GM
Record Date: 04/15/2024	Meeting Type: Annual	
Primary Security ID: 37045V100		

Shares Voted: 4,606

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	For	For
1b	Elect Director Wesley G. Bush	Mgmt	For	For	For
1c	Elect Director Joanne C. Crevoiserat	Mgmt	For	For	For
1d	Elect Director Linda R. Gooden	Mgmt	For	For	For
1e	Elect Director Joseph Jimenez	Mgmt	For	For	For
1f	Elect Director Jonathan McNeill	Mgmt	For	For	For
1g	Elect Director Judith A. Miscik	Mgmt	For	For	For
1h	Elect Director Patricia F. Russo	Mgmt	For	For	For
1i	Elect Director Thomas M. Schoewe	Mgmt	For	For	For
1j	Elect Director Mark A. Tatum	Mgmt	For	For	For
1k	Elect Director Jan E. Tighe	Mgmt	For	For	For
1l	Elect Director Devin N. Wenig	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Report on the Use of Child Labor in Connection with Electric Vehicles	SH	Against	For	For
5	Eliminate EV Targets from Incentive Compensation Programs	SH	Against	Against	Against
6	Report on the Company's Use of Deep-Sea Mined Minerals in its Production and Supply Chains	SH	Against	For	For
7	Report on Sustainability Risk in the Company's Supply Chain	SH	Against	For	For

Juniper Networks, Inc.

Meeting Date: 06/04/2024	Country: USA	Ticker: JNPR
Record Date: 04/08/2024	Meeting Type: Annual	
Primary Security ID: 48203R104		

Juniper Networks, Inc.

Shares Voted: 1,271

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anne DelSanto	Mgmt	For	For	For
1b	Elect Director Kevin DeNuccio	Mgmt	For	For	For
1c	Elect Director James Dolce	Mgmt	For	For	For
1d	Elect Director Steven Fernandez	Mgmt	For	For	For
1e	Elect Director Christine Gorjanc	Mgmt	For	For	For
1f	Elect Director Janet Haugen	Mgmt	For	For	For
1g	Elect Director Scott Kriens	Mgmt	For	For	For
1h	Elect Director Rahul Merchant	Mgmt	For	For	For
1i	Elect Director Rami Rahim	Mgmt	For	For	For
1j	Elect Director William Stensrud	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Lucid Group, Inc.

Meeting Date: 06/04/2024Country: USATicker: LCID

Record Date: 04/10/2024Meeting Type: Annual

Primary Security ID: 549498103

Shares Voted: 3,438

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Turqi Alnowaiser	Mgmt	For	Withhold	Withhold
1.2	Elect Director Lisa M. Lambert	Mgmt	For	For	For
1.3	Elect Director Andrew Liveris	Mgmt	For	Withhold	Withhold
1.4	Elect Director Sherif Marakby	Mgmt	For	For	For
1.5	Elect Director Nichelle Maynard-Elliott	Mgmt	For	For	For
1.6	Elect Director Chabi Nouri	Mgmt	For	For	For
1.7	Elect Director Peter Rawlinson	Mgmt	For	For	For
1.8	Elect Director Ori Winitzer	Mgmt	For	For	For
1.9	Elect Director Janet S. Wong	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Lucid Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against

The TJX Companies, Inc.

Meeting Date: 06/04/2024	Country: USA	Ticker: TJX
Record Date: 04/08/2024	Meeting Type: Annual	
Primary Security ID: 872540109		

Shares Voted: 4,547

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose B. Alvarez	Mgmt	For	For	For
1b	Elect Director Alan M. Bennett	Mgmt	For	For	For
1c	Elect Director Rosemary T. Berkery	Mgmt	For	For	For
1d	Elect Director David T. Ching	Mgmt	For	For	For
1e	Elect Director C. Kim Goodwin	Mgmt	For	For	For
1f	Elect Director Ernie Herrman	Mgmt	For	For	For
1g	Elect Director Amy B. Lane	Mgmt	For	For	For
1h	Elect Director Carol Meyrowitz	Mgmt	For	For	For
1i	Elect Director Jackwyn L. Nemerov	Mgmt	For	For	For
1j	Elect Director Charles F. Wagner, Jr.	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Effectiveness of Social Compliance Efforts in Supply Chain	SH	Against	For	For

Airbnb, Inc.

Meeting Date: 06/05/2024	Country: USA	Ticker: ABNB
Record Date: 04/08/2024	Meeting Type: Annual	
Primary Security ID: 009066101		

Shares Voted: 1,640

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian Chesky	Mgmt	For	For	For
1.2	Elect Director Angela Ahrendts	Mgmt	For	Withhold	Withhold

Airbnb, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Kenneth Chenault	Mgmt	For	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	Against	Against
5	Report on Political Contributions and Expenditures	SH	Against	For	For

Antero Resources Corporation

Meeting Date: 06/05/2024Country: USATicker: AR

Record Date: 04/15/2024Meeting Type: Annual

Primary Security ID: 03674X106

Shares Voted: 1,133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director W. Howard Keenan, Jr.	Mgmt	For	Withhold	Withhold
1.2	Elect Director Jacqueline C. Mutschler	Mgmt	For	Withhold	Withhold
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

AppLovin Corporation

Meeting Date: 06/05/2024Country: USATicker: APP

Record Date: 04/11/2024Meeting Type: Annual

Primary Security ID: 03831W108

Shares Voted: 544

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Adam Foroughi	Mgmt	For	Withhold	Withhold
1b	Elect Director Craig Billings	Mgmt	For	Withhold	Withhold
1c	Elect Director Herald Chen	Mgmt	For	Withhold	Withhold
1d	Elect Director Margaret Georgiadis	Mgmt	For	Withhold	Withhold
1e	Elect Director Alyssa Harvey Dawson	Mgmt	For	Withhold	Withhold
1f	Elect Director Barbara Messing	Mgmt	For	For	For
1g	Elect Director Todd Morgenfeld	Mgmt	For	For	For

AppLovin Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Edward Oberwager	Mgmt	For	For	For
1i	Elect Director Eduardo Vivas	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Datadog, Inc.

Meeting Date: 06/05/2024	Country: USA	Ticker: DDOG
Record Date: 04/09/2024	Meeting Type: Annual	
Primary Security ID: 23804L103		

Shares Voted: 1,087

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alexis Le-Quoc	Mgmt	For	Withhold	Withhold
1b	Elect Director Michael Callahan	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Devon Energy Corporation.

Meeting Date: 06/05/2024	Country: USA	Ticker: DVN
Record Date: 04/08/2024	Meeting Type: Annual	
Primary Security ID: 25179M103		

Shares Voted: 2,554

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barbara M. Baumann	Mgmt	For	For	For
1.2	Elect Director John E. Bethancourt	Mgmt	For	For	For
1.3	Elect Director Ann G. Fox	Mgmt	For	For	For
1.4	Elect Director Gennifer F. Kelly	Mgmt	For	For	For
1.5	Elect Director Kelt Kindick	Mgmt	For	For	For
1.6	Elect Director John Krenicki, Jr.	Mgmt	For	For	For
1.7	Elect Director Karl F. Kurz	Mgmt	For	For	For
1.8	Elect Director Michael N. Mears	Mgmt	For	For	For
1.9	Elect Director Robert A. Mosbacher, Jr.	Mgmt	For	For	For
1.10	Elect Director Richard E. Muncrief	Mgmt	For	For	For
1.11	Elect Director Valerie M. Williams	Mgmt	For	For	For

Devon Energy Corporation.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Bylaw regarding Stockholder Approval of Director Compensation	SH	Against	Against	Against

DuPont de Nemours, Inc.

Meeting Date: 06/05/2024	Country: USA	Ticker: DD
Record Date: 03/28/2024	Meeting Type: Annual	
Primary Security ID: 26614N102		

Shares Voted: 1,716

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy G. Brady	Mgmt	For	For	For
1b	Elect Director Edward D. Breen	Mgmt	For	For	For
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For
1d	Elect Director Terrence R. Curtin	Mgmt	For	For	For
1e	Elect Director Alexander M. Cutler	Mgmt	For	For	For
1f	Elect Director Eleuthere I. du Pont	Mgmt	For	For	For
1g	Elect Director Kristina M. Johnson	Mgmt	For	For	For
1h	Elect Director Luther C. Kissam	Mgmt	For	For	For
1i	Elect Director James A. Lico	Mgmt	For	For	For
1j	Elect Director Frederick M. Lowery	Mgmt	For	For	For
1k	Elect Director Deanna M. Mulligan	Mgmt	For	For	For
1l	Elect Director Steven M. Sterin	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Amend Clawback Policy	SH	Against	Against	Against

Fidelity National Information Services, Inc.

Meeting Date: 06/05/2024	Country: USA	Ticker: FIS
Record Date: 04/08/2024	Meeting Type: Annual	
Primary Security ID: 31620M106		

Fidelity National Information Services, Inc.

Shares Voted: 2,364

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lee Adrean	Mgmt	For	For	For
1b	Elect Director Mark D. Benjamin	Mgmt	For	For	For
1c	Elect Director Stephanie L. Ferris	Mgmt	For	For	For
1d	Elect Director Jeffrey A. Goldstein	Mgmt	For	For	For
1e	Elect Director Lisa A. Hook	Mgmt	For	For	For
1f	Elect Director Kenneth T. Lamneck	Mgmt	For	For	For
1g	Elect Director Gary L. Lauer	Mgmt	For	For	For
1h	Elect Director James B. Stallings, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

MarketAxess Holdings Inc.

Meeting Date: 06/05/2024Country: USATicker: MKTX
Record Date: 04/08/2024Meeting Type: Annual
Primary Security ID: 57060D108

Shares Voted: 151

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. McVey	Mgmt	For	For	For
1b	Elect Director Christopher R. Concannon	Mgmt	For	For	For
1c	Elect Director Nancy Altobello	Mgmt	For	For	For
1d	Elect Director Steven L. Begleiter	Mgmt	For	For	For
1e	Elect Director Stephen P. Casper	Mgmt	For	For	For
1f	Elect Director Jane Chwick	Mgmt	For	For	For
1g	Elect Director William F. Cruger	Mgmt	For	For	For
1h	Elect Director Kourtney Gibson	Mgmt	For	For	For
1i	Elect Director Carlos M. Hernandez	Mgmt	For	For	For
1j	Elect Director Richard G. Ketchum	Mgmt	For	For	For
1k	Elect Director Emily H. Portney	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

MarketAxess Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
5	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	For	For
6	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For

MercadoLibre, Inc.

Meeting Date: 06/05/2024Country: USATicker: MELI

Record Date: 04/09/2024Meeting Type: Annual

Primary Security ID: 58733R102

Shares Voted: 195					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicolas Galperin	Mgmt	For	For	For
1.2	Elect Director Henrique Dubugras	Mgmt	For	For	For
1.3	Elect Director Richard Sanders	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Pistrelli, Henry Martin y Asociados S.R.L. as Auditors	Mgmt	For	For	For

Palantir Technologies, Inc.

Meeting Date: 06/05/2024Country: USATicker: PLTR

Record Date: 04/11/2024Meeting Type: Annual

Primary Security ID: 69608A108

Shares Voted: 7,398					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alexander Karp	Mgmt	For	Withhold	Withhold
1.2	Elect Director Stephen Cohen	Mgmt	For	Withhold	Withhold
1.3	Elect Director Peter Thiel	Mgmt	For	Withhold	Withhold
1.4	Elect Director Alexander Moore	Mgmt	For	Withhold	Withhold
1.5	Elect Director Alexandra Schiff	Mgmt	For	Withhold	Withhold
1.6	Elect Director Lauren Friedman Stat	Mgmt	For	For	For
1.7	Elect Director Eric Woersching	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Unity Software Inc.

Meeting Date: 06/05/2024

Record Date: 04/12/2024

Primary Security ID: 91332U101

Country: USA

Meeting Type: Annual

Ticker: U

Shares Voted: 961

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roelof Botha	Mgmt	For	For	For
1.2	Elect Director David Helgason	Mgmt	For	For	For
1.3	Elect Director David Kostman	Mgmt	For	Withhold	Withhold
1.4	Elect Director Michelle K. Lee	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Walmart Inc.

Meeting Date: 06/05/2024

Record Date: 04/12/2024

Primary Security ID: 931142103

Country: USA

Meeting Type: Annual

Ticker: WMT

Shares Voted: 17,383

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cesar Conde	Mgmt	For	For	For
1b	Elect Director Timothy P. Flynn	Mgmt	For	For	For
1c	Elect Director Sarah J. Friar	Mgmt	For	For	For
1d	Elect Director Carla A. Harris	Mgmt	For	For	For
1e	Elect Director Thomas W. Horton	Mgmt	For	Against	Against
1f	Elect Director Marissa A. Mayer	Mgmt	For	For	For
1g	Elect Director C. Douglas McMillon	Mgmt	For	For	For
1h	Elect Director Brian Niccol	Mgmt	For	For	For
1i	Elect Director Gregory B. Penner	Mgmt	For	For	For
1j	Elect Director Randall L. Stephenson	Mgmt	For	For	For
1k	Elect Director Steuart L. Walton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Publish Targets for Transitioning from Gestation Crates in Pork Supply Chain	SH	Against	For	For
5	Conduct and Report a Third-Party Racial Equity Audit	SH	Against	For	For

Walmart Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Publish Human Rights Risk Assessment on the Impacts of Walmart's Supply Chain	SH	Against	For	For
7	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	For	For
8	Report on a Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
9	Commission a Third Party Audit on Workplace Safety and Violence	SH	Against	For	For
10	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against

Allegion Plc

Meeting Date: 06/06/2024

Country: Ireland

Ticker: ALLE

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: G0176J109

Shares Voted: 350					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
1b	Elect Director Susan L. Main	Mgmt	For	For	For
1c	Elect Director Steven C. Mizell	Mgmt	For	For	For
1d	Elect Director Nicole Parent Haughey	Mgmt	For	For	For
1e	Elect Director Lauren B. Peters	Mgmt	For	For	For
1f	Elect Director Ellen Rubin	Mgmt	For	For	For
1g	Elect Director John H. Stone	Mgmt	For	For	For
1h	Elect Director Dev Vardhan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For	For

Chesapeake Energy Corporation

Meeting Date: 06/06/2024

Country: USA

Ticker: CHK

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: 165167735

Chesapeake Energy Corporation

Shares Voted: 420

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Domenic J. Dell'Osso, Jr.	Mgmt	For	For	For
1b	Elect Director Timothy S. Duncan	Mgmt	For	For	For
1c	Elect Director Benjamin C. Duster, IV	Mgmt	For	For	For
1d	Elect Director Sarah A. Emerson	Mgmt	For	For	For
1e	Elect Director Matthew M. Gallagher	Mgmt	For	For	For
1f	Elect Director Brian Steck	Mgmt	For	For	For
1g	Elect Director Michael A. Wichterich	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Chipotle Mexican Grill, Inc.

Meeting Date: 06/06/2024Country: USATicker: CMG

Record Date: 04/09/2024Meeting Type: Annual

Primary Security ID: 169656105

Shares Voted: 100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Albert S. Baldocchi	Mgmt	For	For	For
1.2	Elect Director Matthew A. Carey	Mgmt	For	For	For
1.3	Elect Director Gregg L. Engles	Mgmt	For	For	For
1.4	Elect Director Patricia Fili-Krushel	Mgmt	For	For	For
1.5	Elect Director Laura Fuentes	Mgmt	For	For	For
1.6	Elect Director Mauricio Gutierrez	Mgmt	For	For	For
1.7	Elect Director Robin Hickenlooper	Mgmt	For	For	For
1.8	Elect Director Scott Maw	Mgmt	For	For	For
1.9	Elect Director Brian Niccol	Mgmt	For	For	For
1.10	Elect Director Mary Winston	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Approve 50:1 Stock Split	Mgmt	For	For	For
5	Amend Certificate of Incorporation	Mgmt	For	For	For

Chipotle Mexican Grill, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Commission a Third Party Audit on Working Conditions	SH	Against	For	For
7	Adopt Policy to Not Interfere with Freedom of Association Rights	SH	Against	For	For
8	Report on Adoption of Automation	SH	Against	For	For
9	Report on Harassment and Discrimination Statistics	SH	Against	For	For

Corpay, Inc.

Meeting Date: 06/06/2024

Record Date: 04/11/2024

Primary Security ID: 219948106

Country: USA

Meeting Type: Annual

Ticker: CPAY

Shares Voted: 272

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Annabelle Bexiga	Mgmt	For	For	For
1b	Elect Director Ronald F. Clarke	Mgmt	For	For	For
1c	Elect Director Joseph W. Farrelly	Mgmt	For	For	For
1d	Elect Director Rahul Gupta	Mgmt	For	For	For
1e	Elect Director Thomas M. Hagerty	Mgmt	For	For	For
1f	Elect Director Archie L. Jones, Jr.	Mgmt	For	For	For
1g	Elect Director Richard Macchia	Mgmt	For	For	For
1h	Elect Director Hala G. Modellmog	Mgmt	For	For	For
1i	Elect Director Jeffrey S. Sloan	Mgmt	For	For	For
1j	Elect Director Steven T. Stull	Mgmt	For	For	For
1k	Elect Director Gerald Throop	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For

CoStar Group, Inc.

Meeting Date: 06/06/2024

Record Date: 04/10/2024

Primary Security ID: 22160N109

Country: USA

Meeting Type: Annual

Ticker: CSGP

CoStar Group, Inc.

Shares Voted: 1,549

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael R. Klein	Mgmt	For	For	For
1b	Elect Director Andrew C. Florance	Mgmt	For	For	For
1c	Elect Director Angelique G. Brunner	Mgmt	For	For	For
1d	Elect Director John W. Hill	Mgmt	For	For	For
1e	Elect Director Laura Cox Kaplan	Mgmt	For	For	For
1f	Elect Director Robert W. Musslewhite	Mgmt	For	For	For
1g	Elect Director Christopher J. Nassetta	Mgmt	For	For	For
1h	Elect Director Louise S. Sams	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Diamondback Energy, Inc.

Meeting Date: 06/06/2024Country: USATicker: FANG

Record Date: 04/11/2024Meeting Type: Annual

Primary Security ID: 25278X109

Shares Voted: 683

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Travis D. Stice	Mgmt	For	For	For
1.2	Elect Director Vincent "Vince" K. Brooks	Mgmt	For	For	For
1.3	Elect Director David L. Houston	Mgmt	For	For	For
1.4	Elect Director Rebecca A. Klein	Mgmt	For	For	For
1.5	Elect Director Stephanie K. Mains	Mgmt	For	For	For
1.6	Elect Director Mark L. Plaumann	Mgmt	For	For	For
1.7	Elect Director Melanie M. Trent	Mgmt	For	For	For
1.8	Elect Director Frank D. Tsuru	Mgmt	For	For	For
1.9	Elect Director Steven E. West	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For

EMCOR Group, Inc.

Meeting Date: 06/06/2024

Record Date: 04/09/2024

Primary Security ID: 29084Q100

Country: USA

Meeting Type: Annual

Ticker: EME

Shares Voted: 188

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John W. Altmeyer	Mgmt	For	For	For
1b	Elect Director Anthony J. Guzzi	Mgmt	For	For	For
1c	Elect Director Ronald L. Johnson	Mgmt	For	For	For
1d	Elect Director Carol P. Lowe	Mgmt	For	For	For
1e	Elect Director M. Kevin McEvoy	Mgmt	For	For	For
1f	Elect Director William P. Reid	Mgmt	For	For	For
1g	Elect Director Steven B. Schwarzwaelder	Mgmt	For	For	For
1h	Elect Director Robin Walker-Lee	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Gartner, Inc.

Meeting Date: 06/06/2024

Record Date: 04/08/2024

Primary Security ID: 366651107

Country: USA

Meeting Type: Annual

Ticker: IT

Shares Voted: 302

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter E. Bisson	Mgmt	For	For	For
1b	Elect Director Richard J. Bressler	Mgmt	For	For	For
1c	Elect Director Raul E. Cesan	Mgmt	For	For	For
1d	Elect Director Karen E. Dykstra	Mgmt	For	For	For
1e	Elect Director Diana S. Ferguson	Mgmt	For	For	For
1f	Elect Director Anne Sutherland Fuchs	Mgmt	For	For	For
1g	Elect Director William O. Grabe	Mgmt	For	For	For
1h	Elect Director Jose M. Gutierrez	Mgmt	For	For	For
1i	Elect Director Eugene A. Hall	Mgmt	For	For	For
1j	Elect Director Stephen G. Pagliuca	Mgmt	For	For	For
1k	Elect Director Eileen M. Serra	Mgmt	For	For	For
1l	Elect Director James C. Smith	Mgmt	For	For	For

Gartner, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

GoDaddy Inc.

Meeting Date: 06/06/2024

Country: USA

Ticker: GDDY

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: 380237107

Shares Voted: 523

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Herald Chen	Mgmt	For	For	For
1b	Elect Director Mark Garrett	Mgmt	For	For	For
1c	Elect Director Brian Sharples	Mgmt	For	For	For
1d	Elect Director Leah Sweet	Mgmt	For	For	For
1e	Elect Director Srinivas (Srini) Tallapragada	Mgmt	For	For	For
1f	Elect Director Sigal Zarmi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

lululemon athletica inc.

Meeting Date: 06/06/2024

Country: USA

Ticker: LULU

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: 550021109

Shares Voted: 442

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Calvin McDonald	Mgmt	For	For	For
1b	Elect Director Isabel Mahe	Mgmt	For	For	For
1c	Elect Director Martha (Marti) Morfitt	Mgmt	For	For	For
1d	Elect Director Emily White	Mgmt	For	For	For
1e	Elect Director Shane Grant	Mgmt	For	For	For

lululemon
athletica inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Teri List	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Risks from Company's Use of Animal-Derived Materials	SH	Against	Against	Against

Netflix, Inc.

Meeting Date: 06/06/2024
Country: USA
Ticker: NFLX

Record Date: 04/08/2024
Meeting Type: Annual

Primary Security ID: 64110L106

Shares Voted: 1,728

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard N. Barton	Mgmt	For	For	For
1b	Elect Director Mathias Dopfner	Mgmt	For	For	For
1c	Elect Director Reed Hastings	Mgmt	For	For	For
1d	Elect Director Jay C. Hoag	Mgmt	For	For	For
1e	Elect Director Greg Peters	Mgmt	For	For	For
1f	Elect Director Susan E. Rice	Mgmt	For	For	For
1g	Elect Director Ted Sarandos	Mgmt	For	For	For
1h	Elect Director Bradford L. Smith	Mgmt	For	For	For
1i	Elect Director Anne M. Sweeney	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Use of Artificial Intelligence	SH	Against	For	For
5	Establish Committee on Corporate Sustainability	SH	Against	Against	Against
6	Amend Director Election Resignation Bylaw	SH	Against	Against	Against
7	Amend Code of Ethics and Report on Board Compliance with the Amended Code	SH	Against	Against	Against
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Procore Technologies, Inc.

Meeting Date: 06/06/2024

Record Date: 04/12/2024

Primary Security ID: 74275K108

Country: USA

Meeting Type: Annual

Ticker: PCOR

Shares Voted: 344

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William J.G. Griffith, IV	Mgmt	For	For	For
1.2	Elect Director Graham V. Smith	Mgmt	For	For	For
1.3	Elect Director Elisa A. Steele	Mgmt	For	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Royalty Pharma Plc

Meeting Date: 06/06/2024

Record Date: 04/12/2024

Primary Security ID: G7709Q104

Country: United Kingdom

Meeting Type: Annual

Ticker: RPRX

Shares Voted: 1,538

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pablo Legorreta	Mgmt	For	For	For
1b	Elect Director Henry Fernandez	Mgmt	For	For	For
1c	Elect Director Bonnie Bassler	Mgmt	For	For	For
1d	Elect Director Errol De Souza	Mgmt	For	For	For
1e	Elect Director Catherine Engelbert	Mgmt	For	For	For
1f	Elect Director David Hodgson	Mgmt	For	For	For
1g	Elect Director Ted Love	Mgmt	For	For	For
1h	Elect Director Gregory Norden	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Ratify Ernst & Young as U.K. Statutory Auditors	Mgmt	For	For	For
8	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For

Royalty Pharma Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Authorise Issue of Equity	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

The Mosaic Company

Meeting Date: 06/06/2024	Country: USA	Ticker: MOS
Record Date: 04/08/2024	Meeting Type: Annual	
Primary Security ID: 61945C103		

Shares Voted: 1,303

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl K. Beebe	Mgmt	For	For	For
1b	Elect Director Gregory L. Ebel	Mgmt	For	For	For
1c	Elect Director Bruce M. Bodine	Mgmt	For	For	For
1d	Elect Director Timothy S. Gitzel	Mgmt	For	For	For
1e	Elect Director Emery N. Koenig	Mgmt	For	For	For
1f	Elect Director Jody L. Kuzenko	Mgmt	For	For	For
1g	Elect Director David T. Seaton	Mgmt	For	For	For
1h	Elect Director Joao Roberto Goncalves Teixeira	Mgmt	For	For	For
1i	Elect Director Gretchen H. Watkins	Mgmt	For	For	For
1j	Elect Director Kelvin R. Westbrook	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Trane Technologies Plc

Meeting Date: 06/06/2024	Country: Ireland	Ticker: TT
Record Date: 04/11/2024	Meeting Type: Annual	
Primary Security ID: G8994E103		

Shares Voted: 908

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	Mgmt	For	For	For
1b	Elect Director Ana P. Assis	Mgmt	For	For	For
1c	Elect Director Ann C. Berzin	Mgmt	For	For	For
1d	Elect Director April Miller Boise	Mgmt	For	For	For

Trane Technologies Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Gary D. Forsee	Mgmt	For	For	For
1f	Elect Director Mark R. George	Mgmt	For	For	For
1g	Elect Director John A. Hayes	Mgmt	For	For	For
1h	Elect Director Linda P. Hudson	Mgmt	For	For	For
1i	Elect Director Myles P. Lee	Mgmt	For	For	For
1j	Elect Director David S. Regnery	Mgmt	For	For	For
1k	Elect Director Melissa N. Schaeffer	Mgmt	For	For	For
1l	Elect Director John P. Surma	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
4	Authorise Issue of Equity	Mgmt	For	For	For
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
6	Determine Price Range for Re-allotment of Treasury Shares	Mgmt	For	For	For

Twilio Inc.

Meeting Date: 06/06/2024	Country: USA	Ticker: TWLO
Record Date: 04/15/2024	Meeting Type: Annual	
Primary Security ID: 90138F102		

Shares Voted: 672

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeff Epstein	Mgmt	For	Withhold	Withhold
1.2	Elect Director Khozema Shipchandler	Mgmt	For	For	For
1.3	Elect Director Andrew Stafman	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Declassify the Board of Directors	Mgmt	For	For	For

Meeting Date: 06/07/2024

Record Date: 04/09/2024

Primary Security ID: 02079K305

Country: USA

Meeting Type: Annual

Ticker: GOOGL

Shares Voted: 23,537

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry Page	Mgmt	For	For	For
1b	Elect Director Sergey Brin	Mgmt	For	For	For
1c	Elect Director Sundar Pichai	Mgmt	For	For	For
1d	Elect Director John L. Hennessy	Mgmt	For	Against	Against
1e	Elect Director Frances H. Arnold	Mgmt	For	Against	Against
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	For	For	For
1g	Elect Director L. John Doerr	Mgmt	For	Against	Against
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1i	Elect Director K. Ram Shriram	Mgmt	For	Against	Against
1j	Elect Director Robin L. Washington	Mgmt	For	Against	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Bylaw regarding Stockholder Approval of Director Compensation	SH	Against	Against	Against
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
5	Report on Electromagnetic Radiation and Wireless Technologies Risks	SH	Against	Against	Against
6	Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	SH	Against	Against	Against
7	Report on Climate Risk in Retirement Plan Options	SH	Against	For	For
8	Report on Lobbying Payments and Policy	SH	Against	For	For
9	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
10	Report on Reproductive Healthcare Misinformation Risks	SH	Against	For	For
11	Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	SH	Against	For	For
12	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	For	For
13	Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	SH	Against	For	For
14	Adopt Targets Evaluating YouTube Child Safety Policies	SH	Against	For	For

ANSYS, Inc.

Meeting Date: 06/07/2024

Record Date: 04/09/2024

Primary Security ID: 03662Q105

Country: USA

Meeting Type: Annual

Ticker: ANSS

Shares Voted: 347

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Jim Frankola	Mgmt	For	For	For
1B	Elect Director Alec D. Gallimore	Mgmt	For	For	For
1C	Elect Director Ronald W. Hovsepian	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Provide Right to Call a Special Meeting	SH	Against	For	For

Arista Networks, Inc.

Meeting Date: 06/07/2024

Record Date: 04/09/2024

Primary Security ID: 040413106

Country: USA

Meeting Type: Annual

Ticker: ANET

Shares Voted: 1,016

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kelly Battles	Mgmt	For	Withhold	Withhold
1.2	Elect Director Kenneth Duda	Mgmt	For	For	For
1.3	Elect Director Jayshree Ullal	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Digital Realty Trust, Inc.

Meeting Date: 06/07/2024

Record Date: 04/08/2024

Primary Security ID: 253868103

Country: USA

Meeting Type: Annual

Ticker: DLR

Shares Voted: 1,181

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director VeraLinn "Dash" Jamieson	Mgmt	For	For	For

Digital Realty Trust, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Kevin J. Kennedy	Mgmt	For	For	For
1c	Elect Director William G. LaPerch	Mgmt	For	For	For
1d	Elect Director Jean F.H.P. Mandeville	Mgmt	For	For	For
1e	Elect Director Afshin Mohebbi	Mgmt	For	For	For
1f	Elect Director Mark R. Patterson	Mgmt	For	For	For
1g	Elect Director Mary Hogan Preusse	Mgmt	For	For	For
1h	Elect Director Andrew P. Power	Mgmt	For	For	For
1i	Elect Director Susan Swanezy	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Garmin Ltd.

Meeting Date: 06/07/2024

Record Date: 04/12/2024

Primary Security ID: H2906T109

Country: Switzerland

Meeting Type: Annual

Ticker: GRMN

Shares Voted: 614					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Approve Dividends	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5a	Elect Director Jonathan C. Burrell	Mgmt	For	For	For
5b	Elect Director Joseph J. Hartnett	Mgmt	For	For	For
5c	Elect Director Min H. Kao	Mgmt	For	For	For
5d	Elect Director Catherine A. Lewis	Mgmt	For	For	For
5e	Elect Director Clifton A. Pemble	Mgmt	For	For	For
5f	Elect Director Susan M. Ball	Mgmt	For	For	For
6	Elect Min H. Kao as Board Chair	Mgmt	For	For	For
7a	Appoint Jonathan C. Burrell as Member of the Compensation Committee	Mgmt	For	For	For
7b	Appoint Joseph J. Hartnett as Member of the Compensation Committee	Mgmt	For	For	For
7c	Appoint Catherine A. Lewis as Member of the Compensation Committee	Mgmt	For	For	For

Garmin Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7d	Appoint Susan M. Ball as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	For	For	For
9	Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor	Mgmt	For	For	For
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
11	Advisory Vote on the Swiss Statutory Compensation Report	Mgmt	For	For	For
12	Approve Non-Financial Report	Mgmt	For	For	For
13	Approve Fiscal Year 2025 Maximum Aggregate Compensation for the Executive Management	Mgmt	For	For	For
14	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2024 AGM and the 2025 AGM	Mgmt	For	For	For
15	Amend Omnibus Stock Plan	Mgmt	For	For	For
16	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For

WillScot Mobile Mini Holdings Corp.

Meeting Date: 06/07/2024Country: USATicker: WSC

Record Date: 04/10/2024Meeting Type: Annual

Primary Security ID: 971378104

Shares Voted: 726

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark S. Bartlett	Mgmt	For	For	For
1b	Elect Director Erika T. Davis	Mgmt	For	For	For
1c	Elect Director Gerard E. Holthaus	Mgmt	For	For	For
1d	Elect Director Natalia N. Johnson	Mgmt	For	For	For
1e	Elect Director Erik Olsson	Mgmt	For	For	For
1f	Elect Director Rebecca L. Owen	Mgmt	For	For	For
1g	Elect Director Jeff Sagansky	Mgmt	For	For	For
1h	Elect Director Bradley L. Soultz	Mgmt	For	For	For
1i	Elect Director Michael W. Upchurch	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

WillScot Mobile Mini Holdings Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For

Comcast Corporation

Meeting Date: 06/10/2024	Country: USA	Ticker: CMCSA
Record Date: 04/01/2024	Meeting Type: Annual	
Primary Security ID: 20030N101		

Shares Voted: 15,826

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	For	Withhold	Withhold
1.2	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	For	For
1.3	Elect Director Madeline S. Bell	Mgmt	For	Withhold	Withhold
1.4	Elect Director Louise F. Brady	Mgmt	For	For	For
1.5	Elect Director Edward D. Breen	Mgmt	For	For	For
1.6	Elect Director Jeffrey A. Honickman	Mgmt	For	Withhold	Withhold
1.7	Elect Director Wonya Y. Lucas	Mgmt	For	For	For
1.8	Elect Director Asuka Nakahara	Mgmt	For	For	For
1.9	Elect Director David C. Novak	Mgmt	For	For	For
1.10	Elect Director Brian L. Roberts	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Congruency of Political Spending with Company Stated Values	SH	Against	For	For

Keurig Dr Pepper Inc.

Meeting Date: 06/10/2024	Country: USA	Ticker: KDP
Record Date: 04/15/2024	Meeting Type: Annual	
Primary Security ID: 49271V100		

Shares Voted: 3,848

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Timothy "Tim" Cofer	Mgmt	For	For	For
1B	Elect Director Robert "Bob" Gamgort	Mgmt	For	For	For
1C	Elect Director Oray B. Boston, Jr.	Mgmt	For	For	For

Keurig Dr Pepper Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1D	Elect Director Joachim Creus	Mgmt	For	For	For
1E	Elect Director Olivier Goudet	Mgmt	For	For	For
1F	Elect Director Juliette Hickman	Mgmt	For	For	For
1G	Elect Director Paul Michaels	Mgmt	For	For	For
1H	Elect Director Pamela "Pam" Patsley	Mgmt	For	For	For
1I	Elect Director Lubomira Rochet	Mgmt	For	For	For
1J	Elect Director Debra Sandler	Mgmt	For	For	For
1K	Elect Director Robert "Bob" Singer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Efforts to Reduce Plastic Use	SH	Against	For	For

Liberty Broadband Corporation

Meeting Date: 06/10/2024Country: USATicker: LBRDK

Record Date: 04/16/2024Meeting Type: Annual

Primary Security ID: 530307305

Shares Voted: 68					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Julie D. Frist	Mgmt	For	Withhold	Withhold
1.2	Elect Director J. David Wargo	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Liberty Media Corporation

Meeting Date: 06/10/2024Country: USATicker: FWONK

Record Date: 04/16/2024Meeting Type: Annual

Primary Security ID: 531229755

Shares Voted: 92					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian M. Deevy	Mgmt	For	For	For

Liberty Media Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Gregory B. Maffei	Mgmt	For	For	For
1.3	Elect Director Andrea L. Wong	Mgmt	For	Withhold	Withhold
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year

Caesars Entertainment, Inc.

Meeting Date: 06/11/2024	Country: USA	Ticker: CZR
Record Date: 04/15/2024	Meeting Type: Annual	
Primary Security ID: 12769G100		

Shares Voted: 827

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gary L. Carano	Mgmt	For	For	For
1b	Elect Director Bonnie S. Biumi	Mgmt	For	For	For
1c	Elect Director Jan Jones Blackhurst	Mgmt	For	For	For
1d	Elect Director Frank J. Fahrenkopf	Mgmt	For	For	For
1e	Elect Director Kim Harris Jones	Mgmt	For	For	For
1f	Elect Director Don R. Kornstein	Mgmt	For	For	For
1g	Elect Director Courtney R. Mather	Mgmt	For	For	For
1h	Elect Director Michael E. Pegram	Mgmt	For	For	For
1i	Elect Director Thomas R. Reeg	Mgmt	For	For	For
1j	Elect Director David P. Tomick	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
5	Report on Potential Cost Savings Through Adoption of a Smokefree Policy	SH	Against	For	For

Five Below, Inc.

Meeting Date: 06/11/2024	Country: USA	Ticker: FIVE
Record Date: 04/16/2024	Meeting Type: Annual	
Primary Security ID: 33829M101		

Five Below, Inc.

Shares Voted: 206

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joel D. Anderson	Mgmt	For	For	For
1b	Elect Director Kathleen S. Barclay	Mgmt	For	For	For
1c	Elect Director Karen Bowman	Mgmt	For	For	For
1d	Elect Director Dinesh S. Lathi	Mgmt	For	For	For
1e	Elect Director Richard L. Markee	Mgmt	For	For	For
1f	Elect Director Thomas M. Ryan	Mgmt	For	For	For
1g	Elect Director Mimi E. Vaughn	Mgmt	For	For	For
1h	Elect Director Thomas G. Vellios	Mgmt	For	For	For
1i	Elect Director Zuhairah S. Washington	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Freeport-McMoRan, Inc.

Meeting Date: 06/11/2024Country: USATicker: FCX

Record Date: 04/15/2024Meeting Type: Annual

Primary Security ID: 35671D857

Shares Voted: 5,727

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David P. Abney	Mgmt	For	For	For
1.2	Elect Director Richard C. Adkerson	Mgmt	For	For	For
1.3	Elect Director Marcela E. Donadio	Mgmt	For	For	For
1.4	Elect Director Robert W. Dudley	Mgmt	For	For	For
1.5	Elect Director Hugh Grant	Mgmt	For	For	For
1.6	Elect Director Lydia H. Kennard	Mgmt	For	For	For
1.7	Elect Director Ryan M. Lance	Mgmt	For	For	For
1.8	Elect Director Sara Grootwassink Lewis	Mgmt	For	For	For
1.9	Elect Director Dustan E. McCoy	Mgmt	For	For	For
1.10	Elect Director Kathleen L. Quirk	Mgmt	For	For	For
1.11	Elect Director John J. Stephens	Mgmt	For	For	For
1.12	Elect Director Frances Fragos Townsend	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Freeport-McMoRan, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For

HubSpot, Inc.

Meeting Date: 06/11/2024	Country: USA	Ticker: HUBS
Record Date: 04/15/2024	Meeting Type: Annual	
Primary Security ID: 443573100		

Shares Voted: 193

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian Halligan	Mgmt	For	For	For
1b	Elect Director Ron Gill	Mgmt	For	For	For
1c	Elect Director Jill Ward	Mgmt	For	Against	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

Nasdaq, Inc.

Meeting Date: 06/11/2024	Country: USA	Ticker: NDAQ
Record Date: 04/15/2024	Meeting Type: Annual	
Primary Security ID: 631103108		

Shares Voted: 1,597

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melissa M. Arnoldi	Mgmt	For	For	For
1b	Elect Director Charlene T. Begley	Mgmt	For	For	For
1c	Elect Director Adena T. Friedman	Mgmt	For	For	For
1d	Elect Director Essa Kazim	Mgmt	For	For	For
1e	Elect Director Thomas A. Kloet	Mgmt	For	For	For
1f	Elect Director Kathryn A. Koch	Mgmt	For	For	For
1g	Elect Director Holden Spaht	Mgmt	For	For	For
1h	Elect Director Michael R. Splinter	Mgmt	For	For	For

Nasdaq, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Johan Torgeby	Mgmt	For	For	For
1j	Elect Director Toni Townes-Whitley	Mgmt	For	For	For
1k	Elect Director Jeffery W. Yabuki	Mgmt	For	For	For
1l	Elect Director Alfred W. Zollar	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Rexford Industrial Realty, Inc.

Meeting Date: 06/11/2024	Country: USA	Ticker: REXR
Record Date: 04/04/2024	Meeting Type: Annual	
Primary Security ID: 76169C100		

Shares Voted: 785

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert L. Antin	Mgmt	For	For	For
1.2	Elect Director Michael S. Frankel	Mgmt	For	For	For
1.3	Elect Director Diana J. Ingram	Mgmt	For	For	For
1.4	Elect Director Angela L. Kleiman	Mgmt	For	For	For
1.5	Elect Director Debra L. Morris	Mgmt	For	For	For
1.6	Elect Director Tyler H. Rose	Mgmt	For	For	For
1.7	Elect Director Howard Schwimmer	Mgmt	For	For	For
1.8	Elect Director Richard S. Ziman	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Synchrony Financial

Meeting Date: 06/11/2024	Country: USA	Ticker: SYF
Record Date: 04/16/2024	Meeting Type: Annual	
Primary Security ID: 87165B103		

Shares Voted: 1,572

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian D. Doubles	Mgmt	For	For	For
1b	Elect Director Fernando Aguirre	Mgmt	For	For	For
1c	Elect Director Paget L. Alves	Mgmt	For	For	For
1d	Elect Director Kamila Chytil	Mgmt	For	For	For
1e	Elect Director Arthur W. Coviello, Jr.	Mgmt	For	For	For
1f	Elect Director Roy A. Guthrie	Mgmt	For	For	For
1g	Elect Director Jeffrey G. Naylor	Mgmt	For	For	For
1h	Elect Director P.W. "Bill" Parker	Mgmt	For	For	For
1i	Elect Director Laurel J. Richie	Mgmt	For	For	For
1j	Elect Director Ellen M. Zane	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

Ulta Beauty, Inc.

Meeting Date: 06/11/2024Country: USATicker: ULTA

Record Date: 04/12/2024Meeting Type: Annual

Primary Security ID: 90384S303

Shares Voted: 190

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michelle L. Collins	Mgmt	For	For	For
1b	Elect Director Catherine A. Halligan	Mgmt	For	For	For
1c	Elect Director David C. Kimbell	Mgmt	For	For	For
1d	Elect Director Patricia A. Little	Mgmt	For	For	For
1e	Elect Director George R. Mrkonic	Mgmt	For	For	For
1f	Elect Director Lorna E. Nagler	Mgmt	For	For	For
1g	Elect Director Heidi G. Petz	Mgmt	For	For	For
1h	Elect Director Michael C. Smith	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Ulta Beauty, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Best Buy Co., Inc.

Meeting Date: 06/12/2024	Country: USA	Ticker: BBY
Record Date: 04/15/2024	Meeting Type: Annual	
Primary Security ID: 086516101		

Shares Voted: 742

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Corie S. Barry	Mgmt	For	For	For
1b	Elect Director Lisa M. Caputo	Mgmt	For	For	For
1c	Elect Director David W. Kenny	Mgmt	For	For	For
1d	Elect Director David C. Kimbell	Mgmt	For	For	For
1e	Elect Director Mario J. Marte	Mgmt	For	For	For
1f	Elect Director Karen A. McLoughlin	Mgmt	For	For	For
1g	Elect Director Claudia F. Munce	Mgmt	For	For	For
1h	Elect Director Richelle P. Parham	Mgmt	For	For	For
1i	Elect Director Steven E. Rendle	Mgmt	For	For	For
1j	Elect Director Sima D. Sistani	Mgmt	For	For	For
1k	Elect Director Melinda D. Whittington	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Caterpillar, Inc.

Meeting Date: 06/12/2024	Country: USA	Ticker: CAT
Record Date: 04/15/2024	Meeting Type: Annual	
Primary Security ID: 149123101		

Shares Voted: 2,033

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Daniel M. Dickinson	Mgmt	For	For	For
1.2	Elect Director James C. Fish, Jr.	Mgmt	For	For	For

Caterpillar, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Gerald Johnson	Mgmt	For	For	For
1.4	Elect Director David W. MacLennan	Mgmt	For	Against	Against
1.5	Elect Director Judith F. Marks	Mgmt	For	For	For
1.6	Elect Director Debra L. Reed-Klages	Mgmt	For	For	For
1.7	Elect Director Susan C. Schwab	Mgmt	For	For	For
1.8	Elect Director D. James Umpleby, III	Mgmt	For	For	For
1.9	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For
5	Report on Lobbying Payments and Policy	SH	Against	For	For
6	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Two Other Companies	SH	Against	Against	Against

Fidelity National Financial, Inc.

Meeting Date: 06/12/2024

Record Date: 04/15/2024

Primary Security ID: 31620R303

Country: USA

Meeting Type: Annual

Ticker: FNF

Shares Voted: 1,028

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raymond R. Quirk	Mgmt	For	For	For
1.2	Elect Director Sandra D. Morgan	Mgmt	For	For	For
1.3	Elect Director Heather H. Miller	Mgmt	For	For	For
1.4	Elect Director John D. Rood	Mgmt	For	For	For
2	Change State of Incorporation from Delaware to Nevada	Mgmt	For	Against	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Incyte Corporation

Meeting Date: 06/12/2024

Record Date: 04/15/2024

Primary Security ID: 45337C102

Country: USA

Meeting Type: Annual

Ticker: INCY

Incyte Corporation

Shares Voted: 738

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Julian C. Baker	Mgmt	For	For	For
1.2	Elect Director Jean-Jacques Bienaime	Mgmt	For	For	For
1.3	Elect Director Otis W. Brawley	Mgmt	For	For	For
1.4	Elect Director Paul J. Clancy	Mgmt	For	For	For
1.5	Elect Director Jacquelyn A. Fouse	Mgmt	For	For	For
1.6	Elect Director Edmund P. Harrigan	Mgmt	For	For	For
1.7	Elect Director Katherine A. High	Mgmt	For	For	For
1.8	Elect Director Herve Hoppenot	Mgmt	For	For	For
1.9	Elect Director Susanne Schaffert	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Pure Storage, Inc.

Meeting Date: 06/12/2024Country: USATicker: PSTG

Record Date: 04/17/2024Meeting Type: Annual

Primary Security ID: 74624M102

Shares Voted: 1,113

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeff Rothschild	Mgmt	For	Withhold	Withhold
1.2	Elect Director Susan Taylor	Mgmt	For	For	For
1.3	Elect Director Mallun Yen	Mgmt	For	Withhold	Withhold
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Roper Technologies, Inc.

Meeting Date: 06/12/2024Country: USATicker: ROP

Record Date: 04/18/2024Meeting Type: Annual

Primary Security ID: 776696106

Roper Technologies, Inc.

Shares Voted: 394

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye L. Archambeau	Mgmt	For	For	For
1.2	Elect Director Amy Woods Brinkley	Mgmt	For	For	For
1.3	Elect Director Irene M. Esteves	Mgmt	For	For	For
1.4	Elect Director L. Neil Hunn	Mgmt	For	For	For
1.5	Elect Director Robert D. Johnson	Mgmt	For	For	For
1.6	Elect Director Thomas P. Joyce, Jr.	Mgmt	For	For	For
1.7	Elect Director John F. Murphy	Mgmt	For	For	For
1.8	Elect Director Laura G. Thatcher	Mgmt	For	For	For
1.9	Elect Director Richard F. Wallman	Mgmt	For	For	For
1.10	Elect Director Christopher Wright	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For

Target Corporation

Meeting Date: 06/12/2024Country: USATicker: TGT

Record Date: 04/15/2024Meeting Type: Annual

Primary Security ID: 87612E106

Shares Voted: 1,842

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David P. Abney	Mgmt	For	For	For
1b	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For	For
1c	Elect Director George S. Barrett	Mgmt	For	For	For
1d	Elect Director Gail K. Boudreaux	Mgmt	For	For	For
1e	Elect Director Brian C. Cornell	Mgmt	For	For	For
1f	Elect Director Robert L. Edwards	Mgmt	For	For	For
1g	Elect Director Donald R. Knauss	Mgmt	For	For	For
1h	Elect Director Christine A. Leahy	Mgmt	For	For	For
1i	Elect Director Monica C. Lozano	Mgmt	For	For	For
1j	Elect Director Grace Puma	Mgmt	For	For	For
1k	Elect Director Derica W. Rice	Mgmt	For	For	For

Target Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Dmitri L. Stockton	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For
5	Report on Animal Pain Management	SH	Against	Against	Against
6	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	For	For
7	Report on Congruency of Political Spending with Company Stated Values	SH	Against	For	For
8	Report on Charitable Contributions	SH	Against	Against	Against

TE Connectivity Ltd.

Meeting Date: 06/12/2024Country: SwitzerlandTicker: TEL

Record Date: 05/23/2024Meeting Type: Special

Primary Security ID: H84989104

Shares Voted: 1,199

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change Jurisdiction of Incorporation [from Switzerland to Ireland]	Mgmt	For	For	For
2	Approve Reduction of the Share Premium Account	Mgmt	For	For	For

T-Mobile US, Inc.

Meeting Date: 06/12/2024Country: USATicker: TMUS

Record Date: 04/16/2024Meeting Type: Annual

Primary Security ID: 872590104

Shares Voted: 1,805

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andre Almeida	Mgmt	For	Withhold	Withhold
1.2	Elect Director Marcelo Claire	Mgmt	For	Withhold	Withhold
1.3	Elect Director Srikant M. Datar	Mgmt	For	For	For
1.4	Elect Director Srinivasan Gopalan	Mgmt	For	Withhold	Withhold
1.5	Elect Director Timotheus Hottges	Mgmt	For	Withhold	Withhold
1.6	Elect Director Christian P. Illek	Mgmt	For	Withhold	Withhold
1.7	Elect Director James Kavanaugh	Mgmt	For	For	For

T-Mobile US, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Raphael Kubler	Mgmt	For	Withhold	Withhold
1.9	Elect Director Thorsten Langheim	Mgmt	For	Withhold	Withhold
1.10	Elect Director Dominique Leroy	Mgmt	For	Withhold	Withhold
1.11	Elect Director Letitia A. Long	Mgmt	For	For	For
1.12	Elect Director G. Michael (Mike) Sievert	Mgmt	For	Withhold	Withhold
1.13	Elect Director Teresa A. Taylor	Mgmt	For	For	For
1.14	Elect Director Kelvin R. Westbrook	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Veeva Systems Inc.

Meeting Date: 06/12/2024

Country: USA

Ticker: VEEV

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: 922475108

Shares Voted: 583

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy S. Cabral	Mgmt	For	For	For
1b	Elect Director Mark Carges	Mgmt	For	For	For
1c	Elect Director Peter P. Gassner	Mgmt	For	For	For
1d	Elect Director Mary Lynne Hedley	Mgmt	For	For	For
1e	Elect Director Priscilla Hung	Mgmt	For	For	For
1f	Elect Director Tina Hunt	Mgmt	For	For	For
1g	Elect Director Marshall L. Mohr	Mgmt	For	For	For
1h	Elect Director Gordon Ritter	Mgmt	For	For	For
1i	Elect Director Paul Sekhri	Mgmt	For	Against	Against
1j	Elect Director Matthew J. Wallach	Mgmt	For	Against	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

W. R. Berkley Corporation

Meeting Date: 06/12/2024

Country: USA

Ticker: WRB

Record Date: 04/17/2024

Meeting Type: Annual

Primary Security ID: 084423102

W. R. Berkley Corporation

Shares Voted: 820

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William R. Berkley	Mgmt	For	For	For
1b	Elect Director Christopher L. Augostini	Mgmt	For	For	For
1c	Elect Director Marie A. Mattson	Mgmt	For	For	For
1d	Elect Director Daniel L. Mosley	Mgmt	For	For	For
1e	Elect Director Mark L. Shapiro	Mgmt	For	For	For
1f	Elect Director Jonathan Talisman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Coufang, Inc.

Meeting Date: 06/13/2024Country: USATicker: CPNG

Record Date: 04/19/2024Meeting Type: Annual

Primary Security ID: 22266T109

Shares Voted: 4,677

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bom Kim	Mgmt	For	Against	Against
1b	Elect Director Neil Mehta	Mgmt	For	Against	Against
1c	Elect Director Jason Child	Mgmt	For	For	For
1d	Elect Director Pedro Franceschi	Mgmt	For	For	For
1e	Elect Director Benjamin Sun	Mgmt	For	Against	Against
1f	Elect Director Ambereen Toubassy	Mgmt	For	For	For
1g	Elect Director Kevin Warsh	Mgmt	For	Against	Against
2	Ratify Samil PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Etsy, Inc.

Meeting Date: 06/13/2024Country: USATicker: ETSY

Record Date: 04/15/2024Meeting Type: Annual

Primary Security ID: 29786A106

Etsy, Inc.

Shares Voted: 477

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marla Blow	Mgmt	For	Against	Against
1b	Elect Director Gary S. Briggs	Mgmt	For	Against	Against
1c	Elect Director Melissa Reiff	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against

Exact Sciences Corporation

Meeting Date: 06/13/2024Country: USATicker: EXAS

Record Date: 04/15/2024Meeting Type: Annual

Primary Security ID: 30063P105

Shares Voted: 722

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael Barber	Mgmt	For	For	For
1b	Elect Director Paul Clancy	Mgmt	For	For	For
1c	Elect Director Daniel J. Levangie	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Gaming and Leisure Properties, Inc.

Meeting Date: 06/13/2024Country: USATicker: GLPI

Record Date: 04/11/2024Meeting Type: Annual

Primary Security ID: 36467J108

Shares Voted: 986

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter M. Carlino	Mgmt	For	For	For
1.2	Elect Director Debra Martin Chase	Mgmt	For	For	For
1.3	Elect Director Carol "Lili" Lynton	Mgmt	For	For	For
1.4	Elect Director Joseph W. Marshall, III	Mgmt	For	For	For

Gaming and Leisure Properties, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director James B. Perry	Mgmt	For	For	For
1.6	Elect Director Barry F. Schwartz	Mgmt	For	For	For
1.7	Elect Director Earl C. Shanks	Mgmt	For	For	For
1.8	Elect Director E. Scott Urdang	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Ingersoll Rand Inc.

Meeting Date: 06/13/2024Country: USATicker: IR

Record Date: 04/18/2024Meeting Type: Annual

Primary Security ID: 45687V106

Shares Voted: 1,510

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicente Reynal	Mgmt	For	For	For
1b	Elect Director William P. Donnelly	Mgmt	For	For	For
1c	Elect Director Kirk E. Arnold	Mgmt	For	For	For
1d	Elect Director Gary D. Forsee	Mgmt	For	For	For
1e	Elect Director Jennifer Hartsock	Mgmt	For	For	For
1f	Elect Director John Humphrey	Mgmt	For	For	For
1g	Elect Director Marc E. Jones	Mgmt	For	For	For
1h	Elect Director Julie A. Schertell	Mgmt	For	For	For
1i	Elect Director JoAnna A. Sohovich	Mgmt	For	For	For
1j	Elect Director Mark P. Stevenson	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Live Nation Entertainment, Inc.

Meeting Date: 06/13/2024Country: USATicker: LYV

Record Date: 04/19/2024Meeting Type: Annual

Primary Security ID: 538034109

Live Nation Entertainment, Inc.

Shares Voted: 562

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Maverick Carter	Mgmt	For	For	For
1.2	Elect Director Ping Fu	Mgmt	For	For	For
1.3	Elect Director Jeffrey T. Hinson	Mgmt	For	For	For
1.4	Elect Director Chad Hollingsworth	Mgmt	For	Against	Against
1.5	Elect Director James Iovine	Mgmt	For	Against	Against
1.6	Elect Director James S. Kahan	Mgmt	For	For	For
1.7	Elect Director Gregory B. Maffei	Mgmt	For	Against	Against
1.8	Elect Director Randall T. Mays	Mgmt	For	Against	Against
1.9	Elect Director Richard A. Paul	Mgmt	For	For	For
1.10	Elect Director Michael Rapino	Mgmt	For	For	For
1.11	Elect Director Latriece Watkins	Mgmt	For	Against	Against
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Monolithic Power Systems, Inc.

Meeting Date: 06/13/2024Country: USATicker: MPWR
Record Date: 04/18/2024Meeting Type: Annual
Primary Security ID: 609839105

Shares Voted: 179

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Eugen Elmiger	Mgmt	For	For	For
1.2	Elect Director Eileen Wynne	Mgmt	For	For	For
1.3	Elect Director Jeff Zhou	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Declassify the Board of Directors	SH	Against	For	For

Monster Beverage Corporation

Meeting Date: 06/13/2024Country: USATicker: MNST
Record Date: 04/22/2024Meeting Type: Annual
Primary Security ID: 61174X109

Monster Beverage Corporation

Shares Voted: 3,108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rodney C. Sacks	Mgmt	For	For	For
1.2	Elect Director Hilton H. Schlosberg	Mgmt	For	For	For
1.3	Elect Director Mark J. Hall	Mgmt	For	For	For
1.4	Elect Director Ana Demel	Mgmt	For	For	For
1.5	Elect Director James L. Dinkins	Mgmt	For	For	For
1.6	Elect Director Gary P. Fayard	Mgmt	For	For	For
1.7	Elect Director Tiffany M. Hall	Mgmt	For	For	For
1.8	Elect Director Jeanne P. Jackson	Mgmt	For	For	For
1.9	Elect Director Steven G. Pizula	Mgmt	For	For	For
1.10	Elect Director Mark S. Vidergauz	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Tesla, Inc.

Meeting Date: 06/13/2024Country: USATicker: TSLA

Record Date: 04/15/2024Meeting Type: Annual

Primary Security ID: 88160R101

Shares Voted: 11,067

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James Murdoch	Mgmt	For	Against	Against
1b	Elect Director Kimbal Musk	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Change State of Incorporation from Delaware to Texas	Mgmt	For	For	For
4	Ratify Performance Based Stock Options to Elon Musk	Mgmt	For	Against	Against
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Declassify the Board of Directors	SH	Against	For	For
7	Adopt Simple Majority Vote	SH	Against	For	For
8	Report on Harassment and Discrimination Prevention Efforts	SH	Against	For	For
9	Adopt a Non-Interference Policy Respecting Freedom of Association	SH	Against	For	For

Tesla, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Report on Effects and Risks Associated with Electromagnetic Radiation and Wireless Technologies	SH	Against	Against	Against
11	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Against	For	For
12	Commit to a Moratorium on Sourcing Minerals from Deep Sea Mining	SH	Against	Against	Against

W. P. Carey Inc.

Meeting Date: 06/13/2024	Country: USA	Ticker: WPC
Record Date: 03/25/2024	Meeting Type: Annual	
Primary Security ID: 92936U109		

Shares Voted: 867

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Alexander	Mgmt	For	For	For
1b	Elect Director Constantin H. Beier	Mgmt	For	For	For
1c	Elect Director Tonit M. Calaway	Mgmt	For	For	For
1d	Elect Director Peter J. Farrell	Mgmt	For	For	For
1e	Elect Director Robert J. Flanagan	Mgmt	For	For	For
1f	Elect Director Jason E. Fox	Mgmt	For	For	For
1g	Elect Director Rhonda O. Gass	Mgmt	For	For	For
1h	Elect Director Margaret G. Lewis	Mgmt	For	For	For
1i	Elect Director Christopher J. Niehaus	Mgmt	For	For	For
1j	Elect Director Elisabeth T. Stheeman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

WestRock Company

Meeting Date: 06/13/2024	Country: USA	Ticker: WRK
Record Date: 05/01/2024	Meeting Type: Special	
Primary Security ID: 96145D105		

Shares Voted: 981

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For
3	Approve Reduction of the Share Premium Account	Mgmt	For	For	For

Zoom Video Communications, Inc.

Meeting Date: 06/13/2024Country: USATicker: ZM
Record Date: 04/15/2024Meeting Type: Annual
Primary Security ID: 98980L101

Shares Voted: 936

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jonathan Chadwick	Mgmt	For	Withhold	Withhold
1.2	Elect Director Cindy Hoots	Mgmt	For	Withhold	Withhold
1.3	Elect Director Dan Scheinman	Mgmt	For	Withhold	Withhold
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Coinbase Global, Inc.

Meeting Date: 06/14/2024Country: USATicker: COIN
Record Date: 04/19/2024Meeting Type: Annual
Primary Security ID: 19260Q107

Shares Voted: 684

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian Armstrong	Mgmt	For	Withhold	Withhold
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Withhold	Withhold
1.3	Elect Director Frederick Ernest Ehrsam, III	Mgmt	For	Withhold	Withhold
1.4	Elect Director Kelly A. Kramer	Mgmt	For	Withhold	Withhold
1.5	Elect Director Tobias Lutke	Mgmt	For	For	For
1.6	Elect Director Gokul Rajaram	Mgmt	For	Withhold	Withhold
1.7	Elect Director Fred Wilson	Mgmt	For	Withhold	Withhold

Coinbase Global, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Fortinet, Inc.

Meeting Date: 06/14/2024Country: USATicker: FTNT

Record Date: 04/22/2024Meeting Type: Annual

Primary Security ID: 34959E109

Shares Voted: 2,598

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ken Xie	Mgmt	For	For	For
1.2	Elect Director Michael Xie	Mgmt	For	For	For
1.3	Elect Director Kenneth A. Goldman	Mgmt	For	For	For
1.4	Elect Director Ming Hsieh	Mgmt	For	For	For
1.5	Elect Director Jean Hu	Mgmt	For	For	For
1.6	Elect Director William H. Neukom	Mgmt	For	For	For
1.7	Elect Director Judith Sim	Mgmt	For	For	For
1.8	Elect Director James Stavridis	Mgmt	For	For	For
1.9	Elect Director Mary Agnes "Maggie" Wilderotter	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Regeneron Pharmaceuticals, Inc.

Meeting Date: 06/14/2024Country: USATicker: REGN

Record Date: 04/16/2024Meeting Type: Annual

Primary Security ID: 75886F107

Shares Voted: 427

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director N. Anthony Coles	Mgmt	For	For	For
1b	Elect Director Kathryn Guarini	Mgmt	For	For	For
1c	Elect Director Arthur F. Ryan	Mgmt	For	Against	Against
1d	Elect Director David P. Schenkein	Mgmt	For	For	For
1e	Elect Director George L. Sing	Mgmt	For	For	For

Regeneron Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	Against	For	For

Block, Inc.

Meeting Date: 06/18/2024Country: USATicker: SQ

Record Date: 04/22/2024Meeting Type: Annual

Primary Security ID: 852234103

Shares Voted: 2,209

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Randall Garutti	Mgmt	For	Withhold	Withhold
1.2	Elect Director Mary Meeker	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Chesapeake Energy Corporation

Meeting Date: 06/18/2024Country: USATicker: CHK

Record Date: 04/22/2024Meeting Type: Special

Primary Security ID: 165167735

Shares Voted: 420

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	Against	Against
3	Adjourn Meeting	Mgmt	For	For	For

CrowdStrike Holdings, Inc.

Meeting Date: 06/18/2024Country: USATicker: CRWD

Record Date: 04/22/2024Meeting Type: Annual

Primary Security ID: 22788C105

CrowdStrike Holdings, Inc.

Shares Voted: 905

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roxanne S. Austin	Mgmt	For	For	For
1.2	Elect Director Sameer K. Gandhi	Mgmt	For	For	For
1.3	Elect Director Gerhard Watzinger	Mgmt	For	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Mastercard Incorporated

Meeting Date: 06/18/2024Country: USATicker: MA

Record Date: 04/19/2024Meeting Type: Annual

Primary Security ID: 57636Q104

Shares Voted: 3,310

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Merit E. Janow	Mgmt	For	For	For
1b	Elect Director Candido Bracher	Mgmt	For	For	For
1c	Elect Director Richard K. Davis	Mgmt	For	For	For
1d	Elect Director Julius Genachowski	Mgmt	For	For	For
1e	Elect Director Choon Phong Goh	Mgmt	For	For	For
1f	Elect Director Oki Matsumoto	Mgmt	For	For	For
1g	Elect Director Michael Miebach	Mgmt	For	For	For
1h	Elect Director Youngme Moon	Mgmt	For	For	For
1i	Elect Director Rima Qureshi	Mgmt	For	For	For
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For
1k	Elect Director Harit Talwar	Mgmt	For	For	For
1l	Elect Director Lance Uggla	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For
5	Amend Director Election Resignation Bylaw	SH	Against	Against	Against
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against

Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Congruency of Company's Human Rights Statement with Charitable Contributions and Voluntary Partnerships	SH	Against	Against	Against
8	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against

MetLife, Inc.

Meeting Date: 06/18/2024	Country: USA	Ticker: MET
Record Date: 04/19/2024	Meeting Type: Annual	
Primary Security ID: 59156R108		

Shares Voted: 2,449

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl W. Grise	Mgmt	For	For	For
1b	Elect Director Carlos M. Gutierrez	Mgmt	For	For	For
1c	Elect Director Carla A. Harris	Mgmt	For	For	For
1d	Elect Director Laura J. Hay	Mgmt	For	For	For
1e	Elect Director David L. Herzog	Mgmt	For	For	For
1f	Elect Director R. Glenn Hubbard	Mgmt	For	For	For
1g	Elect Director Jeh C. Johnson	Mgmt	For	For	For
1h	Elect Director Edward J. Kelly, III	Mgmt	For	For	For
1i	Elect Director William E. Kennard	Mgmt	For	For	For
1j	Elect Director Michel A. Khalaf	Mgmt	For	For	For
1k	Elect Director Diana L. McKenzie	Mgmt	For	For	For
1l	Elect Director Denise M. Morrison	Mgmt	For	For	For
1m	Elect Director Mark A. Weinberger	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Conduct and Report a Third-Party Racial Equity Audit	SH	Against	For	For

Workday, Inc.

Meeting Date: 06/18/2024	Country: USA	Ticker: WDAY
Record Date: 04/19/2024	Meeting Type: Annual	
Primary Security ID: 98138H101		

Workday, Inc.

Shares Voted: 832

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Aneel Bhusri	Mgmt	For	Against	Against
1b	Elect Director Thomas F. Bogan	Mgmt	For	Against	Against
1c	Elect Director Lynne M. Doughtie	Mgmt	For	Against	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	Against	Against

Vertiv Holdings Co.

Meeting Date: 06/19/2024Country: USATicker: VRT

Record Date: 04/22/2024Meeting Type: Annual

Primary Security ID: 92537N108

Shares Voted: 1,295

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David M. Cote	Mgmt	For	For	For
1b	Elect Director Giordano Albertazzi	Mgmt	For	For	For
1c	Elect Director Joseph J. DeAngelo	Mgmt	For	For	For
1d	Elect Director Joseph van Dokkum	Mgmt	For	Withhold	Withhold
1e	Elect Director Roger Fradin	Mgmt	For	For	For
1f	Elect Director Jakki L. Haussler	Mgmt	For	For	For
1g	Elect Director Jacob Kotzubei	Mgmt	For	For	For
1h	Elect Director Matthew Louie	Mgmt	For	For	For
1i	Elect Director Edward L. Monser	Mgmt	For	For	For
1j	Elect Director Steven S. Reinemund	Mgmt	For	For	For
1k	Elect Director Robin L. Washington	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Biogen Inc.

Meeting Date: 06/20/2024Country: USATicker: BIIB

Record Date: 04/25/2024Meeting Type: Annual

Primary Security ID: 09062X103

Shares Voted: 578

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Caroline D. Dorsa	Mgmt	For	For	For
1b	Elect Director Maria C. Freire	Mgmt	For	For	For
1c	Elect Director William A. Hawkins	Mgmt	For	For	For
1d	Elect Director Susan K. Langer	Mgmt	For	For	For
1e	Elect Director Jesus B. Mantas	Mgmt	For	For	For
1f	Elect Director Monish Patolawala	Mgmt	For	For	For
1g	Elect Director Eric K. Rowinsky	Mgmt	For	For	For
1h	Elect Director Stephen A. Sherwin	Mgmt	For	For	For
1i	Elect Director Christopher A. Viehbach	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

BJ's Wholesale Club Holdings, Inc.

Meeting Date: 06/20/2024Country: USATicker: BJ

Record Date: 04/29/2024Meeting Type: Annual

Primary Security ID: 05550J101

Shares Voted: 491

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Darryl Brown	Mgmt	For	For	For
1.2	Elect Director Bob Eddy	Mgmt	For	For	For
1.3	Elect Director Michelle Gloeckler	Mgmt	For	For	For
1.4	Elect Director Maile Naylor	Mgmt	For	For	For
1.5	Elect Director Steve Ortega	Mgmt	For	For	For
1.6	Elect Director Ken Parent	Mgmt	For	For	For
1.7	Elect Director Chris Peterson	Mgmt	For	For	For
1.8	Elect Director Marie Robinson	Mgmt	For	For	For
1.9	Elect Director Rob Steele	Mgmt	For	For	For

BJ's Wholesale Club Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Delta Air Lines, Inc.

Meeting Date: 06/20/2024Country: USATicker: DAL

Record Date: 04/29/2024Meeting Type: Annual

Primary Security ID: 247361702

Shares Voted: 2,562

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Edward H. Bastian	Mgmt	For	For	For
1b	Elect Director Maria Black	Mgmt	For	For	For
1c	Elect Director Willie CW Chiang	Mgmt	For	For	For
1d	Elect Director Greg Creed	Mgmt	For	For	For
1e	Elect Director David G. DeWalt	Mgmt	For	For	For
1f	Elect Director Leslie D. Hale	Mgmt	For	For	For
1g	Elect Director Christopher A. Hazleton	Mgmt	For	For	For
1h	Elect Director Michael P. Huerta	Mgmt	For	For	For
1i	Elect Director Vasant M. Prabhu	Mgmt	For	For	For
1j	Elect Director Sergio A. L. Rial	Mgmt	For	For	For
1k	Elect Director David S. Taylor	Mgmt	For	For	For
1l	Elect Director Kathy N. Waller	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against	Against
5	Adopt Policy to Not Interfere with Freedom of Association Rights	SH	Against	For	For

Dollar Tree, Inc.

Meeting Date: 06/20/2024Country: USATicker: DLTR

Record Date: 04/12/2024Meeting Type: Annual

Primary Security ID: 256746108

Dollar Tree, Inc.

Shares Voted: 823

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard W. Dreiling	Mgmt	For	For	For
1b	Elect Director Cheryl W. Grise	Mgmt	For	For	For
1c	Elect Director Daniel J. Heinrich	Mgmt	For	For	For
1d	Elect Director Paul C. Hilal	Mgmt	For	For	For
1e	Elect Director Edward J. Kelly, III	Mgmt	For	For	For
1f	Elect Director Mary A. Laschinger	Mgmt	For	For	For
1g	Elect Director Jeffrey G. Naylor	Mgmt	For	For	For
1h	Elect Director Winnie Y. Park	Mgmt	For	For	For
1i	Elect Director Diane E. Randolph	Mgmt	For	For	For
1j	Elect Director Bertram L. Scott	Mgmt	For	For	For
1k	Elect Director Stephanie P. Stahl	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For

DoorDash, Inc.

Meeting Date: 06/20/2024Country: USATicker: DASH
Record Date: 04/24/2024Meeting Type: Annual
Primary Security ID: 25809K105

Shares Voted: 1,103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Elinor Mertz	Mgmt	For	Against	Against
1b	Elect Director Ashley Still	Mgmt	For	For	For
1c	Elect Director Tony Xu	Mgmt	For	Against	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

eBay Inc.

Meeting Date: 06/20/2024Country: USATicker: EBAY
Record Date: 04/22/2024Meeting Type: Annual
Primary Security ID: 278642103

Shares Voted: 2,073

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Adriane M. Brown	Mgmt	For	For	For
1b	Elect Director Aparna Chennapragada	Mgmt	For	For	For
1c	Elect Director Logan D. Green	Mgmt	For	For	For
1d	Elect Director E. Carol Hayles	Mgmt	For	For	For
1e	Elect Director Jamie J. Iannone	Mgmt	For	For	For
1f	Elect Director Shripriya Mahesh	Mgmt	For	For	For
1g	Elect Director Paul S. Pressler	Mgmt	For	For	For
1h	Elect Director Zane Rowe	Mgmt	For	For	For
1i	Elect Director Mohak Shroff	Mgmt	For	For	For
1j	Elect Director Perry M. Traquina	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Equity Residential

Meeting Date: 06/20/2024Country: USATicker: EQR

Record Date: 03/28/2024Meeting Type: Annual

Primary Security ID: 29476L107

Shares Voted: 1,489

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Angela M. Aman	Mgmt	For	For	For
1.2	Elect Director Linda Walker Bynoe	Mgmt	For	For	For
1.3	Elect Director Mary Kay Haben	Mgmt	For	For	For
1.4	Elect Director Ann C. Hoff	Mgmt	For	For	For
1.5	Elect Director Tahsinul Zia Huque	Mgmt	For	For	For
1.6	Elect Director Nina P. Jones	Mgmt	For	For	For
1.7	Elect Director John E. Neal	Mgmt	For	For	For
1.8	Elect Director David J. Neithercut	Mgmt	For	For	For
1.9	Elect Director Mark J. Parrell	Mgmt	For	For	For
1.10	Elect Director Mark S. Shapiro	Mgmt	For	For	For
1.11	Elect Director Stephen E. Sterrett	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Equity Residential

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Marvell Technology, Inc.

Meeting Date: 06/20/2024	Country: USA	Ticker: MRVL
Record Date: 04/25/2024	Meeting Type: Annual	
Primary Security ID: 573874104		

Shares Voted: 3,315

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sara Andrews	Mgmt	For	For	For
1b	Elect Director W. Tudor Brown	Mgmt	For	For	For
1c	Elect Director Brad W. Buss	Mgmt	For	For	For
1d	Elect Director Daniel Durn	Mgmt	For	For	For
1e	Elect Director Rebecca W. House	Mgmt	For	For	For
1f	Elect Director Marachel L. Knight	Mgmt	For	For	For
1g	Elect Director Matthew J. Murphy	Mgmt	For	For	For
1h	Elect Director Michael G. Strachan	Mgmt	For	For	For
1i	Elect Director Robert E. Switz	Mgmt	For	For	For
1j	Elect Director Ford Tamer	Mgmt	For	For	For
1k	Elect Director Richard P. Wallace	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Okta, Inc.

Meeting Date: 06/20/2024	Country: USA	Ticker: OKTA
Record Date: 04/24/2024	Meeting Type: Annual	
Primary Security ID: 679295105		

Shares Voted: 625

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Emilie Choi	Mgmt	For	For	For
1.2	Elect Director Todd McKinnon	Mgmt	For	For	For
1.3	Elect Director Michael Stankey	Mgmt	For	Withhold	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Okta, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Aon Plc

Meeting Date: 06/21/2024	Country: Ireland	Ticker: AON
Record Date: 04/12/2024	Meeting Type: Annual	
Primary Security ID: G0403H108		

Shares Voted: 797

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lester B. Knight	Mgmt	For	For	For
1.2	Elect Director Gregory C. Case	Mgmt	For	For	For
1.3	Elect Director Jose Antonio Alvarez	Mgmt	For	For	For
1.4	Elect Director Jin-Yong Cai	Mgmt	For	For	For
1.5	Elect Director Jeffrey C. Campbell	Mgmt	For	For	For
1.6	Elect Director Fulvio Conti	Mgmt	For	For	For
1.7	Elect Director Cheryl A. Francis	Mgmt	For	For	For
1.8	Elect Director Adriana Karaboutis	Mgmt	For	For	For
1.9	Elect Director Richard C. Notebaert	Mgmt	For	For	For
1.10	Elect Director Gloria Santona	Mgmt	For	For	For
1.11	Elect Director Sarah E. Smith	Mgmt	For	For	For
1.12	Elect Director Byron O. Spruell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Corebridge Financial, Inc.

Meeting Date: 06/21/2024	Country: USA	Ticker: CRBG
Record Date: 04/23/2024	Meeting Type: Annual	
Primary Security ID: 21871X109		

Corebridge Financial, Inc.

Shares Voted: 620

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Chris Banthin	Mgmt	For	Against	Against
1b	Elect Director Adam Burk	Mgmt	For	Against	Against
1c	Elect Director Alan Colberg	Mgmt	For	For	For
1d	Elect Director Rose Marie Glazer	Mgmt	For	Against	Against
1e	Elect Director Jonathan Gray	Mgmt	For	Against	Against
1f	Elect Director Kevin Hogan	Mgmt	For	Against	Against
1g	Elect Director Deborah Leone	Mgmt	For	For	For
1h	Elect Director Christopher Lynch	Mgmt	For	For	For
1i	Elect Director Sabra Purtill	Mgmt	For	Against	Against
1j	Elect Director Chris Schaper *Withdrawn Resolution*	Mgmt			
1k	Elect Director Amy Schioldager	Mgmt	For	For	For
1l	Elect Director Mia Tarpey	Mgmt	For	Against	Against
1m	Elect Director Peter Zaffino	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Match Group, Inc.

Meeting Date: 06/21/2024Country: USATicker: MTCH

Record Date: 04/22/2024Meeting Type: Annual

Primary Security ID: 57667L107

Shares Voted: 1,045

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wendi Murdoch *Withdrawn Resolution*	Mgmt			
1b	Elect Director Spencer Rascoff	Mgmt	For	For	For
1c	Elect Director Glenn H. Schiffman	Mgmt	For	For	For
1d	Elect Director Pamela S. Seymon	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Apollo Global Management, Inc.

Meeting Date: 06/24/2024

Record Date: 04/25/2024

Primary Security ID: 03769M106

Country: USA

Meeting Type: Annual

Ticker: APO

Shares Voted: 1,587

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marc Beilinson	Mgmt	For	Against	Against
1.2	Elect Director James Belardi	Mgmt	For	For	For
1.3	Elect Director Jessica Bibliowicz	Mgmt	For	For	For
1.4	Elect Director Jay Clayton (Walter J. Clayton, III)	Mgmt	For	For	For
1.5	Elect Director Michael Ducey	Mgmt	For	For	For
1.6	Elect Director Kerry Murphy Healey	Mgmt	For	For	For
1.7	Elect Director Mitra Hormozi	Mgmt	For	Against	Against
1.8	Elect Director Pamela Joyner	Mgmt	For	For	For
1.9	Elect Director Scott Kleinman	Mgmt	For	For	For
1.10	Elect Director A.B. Krongard	Mgmt	For	For	For
1.11	Elect Director Pauline Richards	Mgmt	For	For	For
1.12	Elect Director Marc Rowan	Mgmt	For	For	For
1.13	Elect Director David Simon	Mgmt	For	For	For
1.14	Elect Director Lynn Swann	Mgmt	For	Against	Against
1.15	Elect Director Patrick Toomey	Mgmt	For	For	For
1.16	Elect Director James Zelter	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

CarMax, Inc.

Meeting Date: 06/25/2024

Record Date: 04/19/2024

Primary Security ID: 143130102

Country: USA

Meeting Type: Annual

Ticker: KMX

Shares Voted: 631

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter J. Bensen	Mgmt	For	For	For
1b	Elect Director Ronald E. Blaylock	Mgmt	For	For	For
1c	Elect Director Sona Chawla	Mgmt	For	For	For
1d	Elect Director Thomas J. Folliard	Mgmt	For	For	For
1e	Elect Director Shira D. Goodman	Mgmt	For	For	For

CarMax, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director David W. McCreight	Mgmt	For	For	For
1g	Elect Director William D. Nash	Mgmt	For	For	For
1h	Elect Director Mark F. O'Neil	Mgmt	For	For	For
1i	Elect Director Pietro Satriano	Mgmt	For	For	For
1j	Elect Director Marcella Shinder	Mgmt	For	For	For
1k	Elect Director Mitchell D. Steenrod	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Expedia Group, Inc.

Meeting Date: 06/25/2024

Record Date: 04/26/2024

Primary Security ID: 30212P303

Country: USA

Meeting Type: Annual

Ticker: EXPE

Shares Voted: 531

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Beverly Anderson	Mgmt	For	For	For
1b	Elect Director M. Moina Banerjee	Mgmt	For	For	For
1c	Elect Director Chelsea Clinton	Mgmt	For	For	For
1d	Elect Director Barry Diller	Mgmt	For	Withhold	Withhold
1e	Elect Director Henrique Dubugras	Mgmt	For	For	For
1f	Elect Director Ariane Gorin	Mgmt	For	For	For
1g	Elect Director Craig Jacobson	Mgmt	For	For	For
1h	Elect Director Peter Kern	Mgmt	For	For	For
1i	Elect Director Dara Khosrowshahi	Mgmt	For	Withhold	Withhold
1j	Elect Director Patricia Menendez Cambo	Mgmt	For	For	For
1k	Elect Director Alex von Furstenberg	Mgmt	For	For	For
1l	Elect Director Alexandr Wang	Mgmt	For	For	For
1m	Elect Director Julie Whalen	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

MongoDB, Inc.

Meeting Date: 06/25/2024Country: USATicker: MDB

Record Date: 04/26/2024Meeting Type: Annual

Primary Security ID: 60937P106

Shares Voted: 265

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roelof Botha	Mgmt	For	Withhold	Withhold
1.2	Elect Director Dev Ittycheria	Mgmt	For	Withhold	Withhold
1.3	Elect Director Ann Lewnes	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

NVIDIA Corporation

Meeting Date: 06/26/2024Country: USATicker: NVDA

Record Date: 04/29/2024Meeting Type: Annual

Primary Security ID: 67066G104

Shares Voted: 9,510

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	For	For	For
1b	Elect Director Tench Coxé	Mgmt	For	For	For
1c	Elect Director John O. Dabiri	Mgmt	For	For	For
1d	Elect Director Persis S. Drell	Mgmt	For	For	For
1e	Elect Director Jen-Hsun Huang	Mgmt	For	For	For
1f	Elect Director Dawn Hudson	Mgmt	For	For	For
1g	Elect Director Harvey C. Jones	Mgmt	For	For	For
1h	Elect Director Melissa B. Lora	Mgmt	For	For	For
1i	Elect Director Stephen C. Neal	Mgmt	For	For	For
1j	Elect Director A. Brooke Seawell	Mgmt	For	For	For
1k	Elect Director Aarti Shah	Mgmt	For	For	For
1l	Elect Director Mark A. Stevens	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For

United Therapeutics Corporation

Meeting Date: 06/26/2024

Country: USA

Ticker: UTHR

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: 91307C102

Shares Voted: 188

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher Causey	Mgmt	For	For	For
1b	Elect Director Raymond Dwek	Mgmt	For	For	For
1c	Elect Director Richard Giltner	Mgmt	For	For	For
1d	Elect Director Ray Kurzweil	Mgmt	For	For	For
1e	Elect Director Jan Malcolm	Mgmt	For	For	For
1f	Elect Director Linda Maxwell	Mgmt	For	For	For
1g	Elect Director Nilda Mesa	Mgmt	For	For	For
1h	Elect Director Judy Olian	Mgmt	For	For	For
1i	Elect Director Christopher Patusky	Mgmt	For	For	For
1j	Elect Director Martine Rothblatt	Mgmt	For	For	For
1k	Elect Director Louis Sullivan	Mgmt	For	For	For
1l	Elect Director Tommy Thompson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Dell Technologies Inc.

Meeting Date: 06/27/2024

Country: USA

Ticker: DELL

Record Date: 05/01/2024

Meeting Type: Annual

Primary Security ID: 24703L202

Shares Voted: 640

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael S. Dell	Mgmt	For	Withhold	Withhold
1.2	Elect Director David W. Dorman	Mgmt	For	Withhold	Withhold
1.3	Elect Director Egon Durban	Mgmt	For	For	For
1.4	Elect Director David Grain	Mgmt	For	For	For
1.5	Elect Director William D. Green	Mgmt	For	For	For
1.6	Elect Director Steven M. Mollenkopf	Mgmt	For	For	For
1.7	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For	For

Dell Technologies Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Ellen J. Kullman	Mgmt	For	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Charitable Contributions	SH	Against	Against	Against
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For

Salesforce, Inc.

Meeting Date: 06/27/2024	Country: USA	Ticker: CRM
Record Date: 05/01/2024	Meeting Type: Annual	
Primary Security ID: 79466L302		

Shares Voted: 3,743

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	For	For	For
1b	Elect Director Laura Alber	Mgmt	For	For	For
1c	Elect Director Craig Conway	Mgmt	For	For	For
1d	Elect Director Arnold Donald	Mgmt	For	For	For
1e	Elect Director Parker Harris	Mgmt	For	For	For
1f	Elect Director Neelie Kroes	Mgmt	For	For	For
1g	Elect Director Sachin Mehra	Mgmt	For	For	For
1h	Elect Director G. Mason Morfit	Mgmt	For	For	For
1i	Elect Director Oscar Munoz	Mgmt	For	For	For
1j	Elect Director John V. Roos	Mgmt	For	For	For
1k	Elect Director Robin Washington	Mgmt	For	For	For
1l	Elect Director Maynard Webb	Mgmt	For	For	For
1m	Elect Director Susan Wojcicki	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
6	Require Independent Board Chair	SH	Against	For	For
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Salesforce, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Report on Viewpoint Discrimination	SH	Against	Against	Against

The Kroger Co.

Meeting Date: 06/27/2024	Country: USA	Ticker: KR
Record Date: 04/30/2024	Meeting Type: Annual	
Primary Security ID: 501044101		

Shares Voted: 2,669

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora A. Aufreiter	Mgmt	For	For	For
1b	Elect Director Kevin M. Brown	Mgmt	For	For	For
1c	Elect Director Elaine L. Chao	Mgmt	For	For	For
1d	Elect Director Anne Gates	Mgmt	For	For	For
1e	Elect Director Karen M. Hoguet	Mgmt	For	For	For
1f	Elect Director W. Rodney McMullen	Mgmt	For	For	For
1g	Elect Director Clyde R. Moore	Mgmt	For	For	For
1h	Elect Director Ronald L. Sargent	Mgmt	For	For	For
1i	Elect Director J. Amanda Sourry Knox (Amanda Sourry)	Mgmt	For	For	For
1j	Elect Director Mark S. Sutton	Mgmt	For	For	For
1k	Elect Director Ashok Vemuri	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	SH	Against	Against	Against
5	Report on Charitable Contributions	SH	Against	Against	Against
6	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	For	For
7	Report on "Just Transition"	SH	Against	For	For